



HOH INDIAN TRIBE

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Position Description

Job Title	Hatchery Manager
Department	Natural Resources
Reports To	Director, Natural Resources
Status	Permanent / Full Time
Salary Range	D.O.E. /Q
Location	Hoh Tribe Reservation and Usual and Accustomed Treaty Area of the Goodman, Hoh, and Kalaloch Basins

Summary

The Hoh Tribe has had an active hatchery program since the early 80's, devoting significant staff time and resources primarily to the production of Cook Creek-origin winter steelhead. The Hatchery Manager will be overseeing the operation and maintenance of the Chalaat Creek Hatchery and the successful production of winter steelhead, as well as other salmon stocks, for the economic and cultural enrichment of the Hoh Tribe. The Hatchery Manager reports to the Natural Resources Director and the Fisheries Management Biologist.

Duties and Responsibilities The duties of this position include, but are not limited to:

Aquaculture:

- Supervises the capture and confinement of returning brood stock
- Supervises the collection of eggs and milt, as well as genetic and pathological samples, from brood stock
- Monitors development of eggs and fry
- Develops and implements feeding schedules required for specific rates of fish growth
- Supervises the cleaning and operation of Heath trays, raceways, round tanks and rearing ponds
- Observes fish behavior for signs of stress, disease or predation
- Implements and maintains measures to control predation (bird netting and electric fences)
- Develops and implements water quality, feeding, chemical treatment and prophylactic measures
- Transports and stocks fish when necessary
- Develops hatchery upgrades and expansion with direction from supervisors
- Distributes surplus hatchery steelhead and salmon to Hoh Tribal members

Hatchery Supervision:

- Supervises and offers training for hatchery staff
- Develops and monitors hatchery budgets with direction from supervisors
- Maintains records and prepares reports on hatchery operations
- Ensures inventories, equipment and capital improvements are properly maintained and accounted for
- Ensures safety requirements are met
- Coordinates hatchery operations with other Natural Resources and Hoh Tribe functions and policies

Public Relations:

- Conducts hatchery tours for various interest groups (Tribal youth, agency and government representatives , general public)
- Provide on-the-job training for Hoh Tribal members

Skills and Specifications

- Must demonstrate ability to work independently.
- Carpentry, plumbing, and electrical experiences a plus.
- Must be able and willing to accept and understand directions.
- Must have experience in supervising others.
- Must have the desire to work with Native Americans.
- Must be able and willing to live and work in a small coastal community.
- Must comply with the requirements of the Drug-Free Workplace Act.
- Good physical condition is required. Must have the physical ability to stand and work in very cold water for 4 to 6 hours during an 8 hour shift.
- Must be willing to respond to hatchery emergencies day and night as well as weekends .
- Must adhere to the personnel policies and drug and alcohol polices.
- Must submit to and clear a pre-employment alcohol and drug test, and criminal background check

Education and Qualifications

- High School Diploma or GED required
- Associates Degree in Fisheries, Aquaculture or related field desirable.
- Two years of experience in a hatchery management position or four years in a hatchery technician position preferred
- Possession of a valid Washington State driver's license and insurance

There will be no discrimination in selection process for this position because of race, color, age, sex, national origin, physical handicap, marital status, political membership or non-membership in an employee organization (43 CFR 17.3). If the applicants have equal qualifications, preference will be given to Native Americans and Alaskan Natives (Title 25 USC). Applicants claiming Indian preference must submit verification of Indian certification by tribe of affiliation or other acceptable documentation of Indian heritage. All other interested persons are encouraged to apply.