



HOH INDIAN TRIBE

P.O. Box 2196
Forks WA 98331
PH: (360) 374-6582 • FAX: (360) 374-5426

Position Description

Job Title	Hatchery Technician
Department	Natural Resources
Reports To	Hatchery Manager
Status	Permanent / Full Time
Salary Range	DOE
Location	Hoh Tribe Reservation and Usual and Accustomed Treaty Area of the Goodman, Hoh, and Kalaloch Basins

Summary

The Hatchery Technician(s) Responsible for feeding and rearing juvenile salmonids and providing overall care and maintenance to the hatchery.

Essential Duties and Responsibilities

- Feeds and rears juvenile salmonids at the fish hatchery. Scatters food over surface of water by hand or scoop depending on the amount of feed and size of juveniles.
- Assists Hatchery Manager in all aspects of fish culture.
- Traps spawning fish and recovers tags.
- Participates in operating and maintaining the Tribal Fish Hatchery; strips eggs and milt from fish to fertilize eggs; shock and picks eggs; transfers fry to rearing ponds; feeds fry; stocks stream, pond, and circulars.
- Performs a variety of maintenance functions at the hatchery; builds baffles for raceways and egg screens; moves fish pen anchors; picks up, stretches out and stores nets.
- Operates various hand and power tools and equipment to make minor repairs to hatchery equipment.
- Turns valves and places baffles in troughs to adjust volume, depth, velocity and temperature of water.
- Sorts fish according to size, coloring and species and transfers fingerlings to rearing ponds or tanks, using buckets or tank truck.
- Drains and cleans ponds and troughs, using brushes, chemicals and water.
- Participates in the promotion of fisheries enhancement in the Tribe's usual and customary fishing areas.
- Performs other duties as assigned.



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SUPERVISORY RESPONSIBILITIES

This position has no supervisory responsibilities.

Skills and Specifications

- Must occasionally work odd or extended hours and on weekend days as program objectives and needs may dictate
- Must have the work ethic to achieve program objectives while also minimizing any waste of program resources
- Ability to use computer spreadsheets for summarization of data is important
- Ability to follow oral and written instructions
- Ability to read, write, and perform general mathematical computations
- Ability to perform arduous duties and to work outside under all types of conditions
- Ability to maintain facilities and equipment
- 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
- While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; reach with hands and arms; and talk or hear.
- The employee is occasionally required to stand; walk; sit; climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.
- The employee must regularly lift and/or move up to 50 pounds and occasionally lift and/or move more than 100 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Education and Qualifications

- High School Diploma/GED; or 2 years of experience working at a fish hatchery/fishery or a related field; or a satisfactory equivalent combination of education and experience on a year for year basis resulting in a total of two years of fisheries experience/education and/or training.
- Employees shall have a strong field-oriented background and ability to take accurate complete notes under exposed field conditions.
- Must exhibit and utilize forthright, timely and transparent communication for achieving program, team and accountability objectives for the Tribe, including advanced notices of absences, coordination of activities, and the validity of time claims made against the individual programs in which the employee may work.



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Certificates/Licenses

- Must have and maintain a valid and unrestricted Washington State Driver's License. Driver's License must not contain any restrictions that would prevent an employee from operating a GSA vehicle or complying with the Tribe's Vehicle Policy.

Work Environment

While performing the duties of this job, the employee is frequently exposed to outside weather conditions.

- The employee is occasionally exposed to moving mechanical parts.
- The noise level in the environment is usually moderate.
- Requires travel using employee's own transportation or GSA vehicles.

Except as provided by the Federal Indian Preference Act, Title 25 USC 45 – 46, 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. If the applicants have equal qualifications, preference will be given to Native Americans and Alaskan Natives. 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.