

**Working Title: Fish IBI Biologist**  
**Job Class: Natural Resources Specialist Intermediate Fisheries**  
**Agency: Department of Natural Resources**

- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 04/06/2024
- **Closing Date:** 04/26/2024
- **Hiring Agency/Seniority Unit:** Department of Natural Resources
- **Division/Unit:** Fish and Wildlife
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes - Frequent overnight travel for survey work and occasional for meeting and conferences
- **Salary Range:** \$24.92 - \$36.34 / hourly; \$52,033 - \$75,878 / annually
- **Classified Status:** Classified
- **FLSA Status:** Exempt-Professional
- **Telework Eligible:** Yes
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

**Make a difference in the lives of Minnesotans.**

The work you'll do is more than just a job. Join the talented, engaged and inclusive workforce dedicated to creating a better Minnesota.

**Job Summary**

This posting will be used to fill two (2) positions in either Brainerd and/or Bemidji. During the application process, you will be able to choose your preferred location(s).

This position exists to lead a roving crew conducting fish and habitat surveys associated with the fish based lake IBI; assist with statewide coordination, field assistance, sampling guidance, and data analyses for lake-based indices of biological integrity for Minnesota lakes; to coordinate collection of vouchers and database edits associated with vouchers; to assist with data management and analyses of multiple indices describing the biotic condition of lakes across Minnesota; and to assist with equipment maintenance and tracking for IBI sampling statewide; to collect survey information, summarize assessment information, and draft stressor identification reports; and to serve as a technical expert on the fish-based lake IBI techniques and tool as needed, such as at PCA watershed assessment meetings.

This position has a flexible work arrangement and may be eligible to telework on a part-time basis during winter months, which is subject to change. If approved, the employee would be required to complete a telework agreement. This position will require reporting to the primary work location or field sites daily from May - September, and on a regular basis for fieldwork, training, and meetings during other months.

**Qualifications**

**Minimum Qualifications**

Bachelor's degree in biology, fisheries, or closely associated area required. Transcripts are required for this position. Applicants who meet minimum qualifications will be sent instructions for transcript review after the posting close date. Transcript requirements:

- Fisheries and aquatic sciences courses. A minimum of 4 courses, for a total of 12 semester or 18 quarter hours. Of the 4 courses, at least 2 must be directly related to fisheries science, and at least 1 must cover principles of fisheries science and management.
- Other biological sciences courses that, when added to the preceding courses, total 30 semester hours or 45 quarter hours.
- Physical sciences courses. Fifteen semester or 23 quarter hours.
- Mathematics and statistics courses. Six semester or 9 quarter hours, including 1 college algebra and 1 statistics course or 2 statistics courses.
- Communications courses. Nine semester or 13 quarter hours (3 semester or 5 quarter hours may be taken in communications intensive courses if officially designated as such by the university or college).

\*To receive credit for coursework, letter grades awarded must be 'C-' or higher.

\*\*Certification by the American Fisheries Society as an Associate Fisheries Professional or a Certified Fisheries Professional will be accepted in lieu of the required coursework.

Two (2) years of professional level experience in fisheries management and/or research. A Master's degree or Ph.D. will substitute for one (1) year of experience.

Experience leading surveys of common methods used to sample fish in Minnesota.  
Ability to maintain and operate equipment, such as boats, motors, trailers etc.  
Strong demonstrated oral communication and technical writing skills sufficient to explain scientific information and to author lake survey and technical reports.  
Ability to work in adverse weather and environmental conditions.  
Advanced computer literacy and analysis skills including database management, spreadsheets, word processing, statistical programs, and GIS.  
Knowledge of fisheries sampling techniques, fish handling, and assessment of fish health.

### **Preferred Qualifications**

Master's Degree in fisheries, water resources management, or closely associated area.  
Knowledge of and experience with Index of Biotic Integrity models and sampling  
Statistical analysis experience including R software.  
ArcGIS and GPS skills.  
Fish identification experience.  
Leadwork and teamwork experience.  
Public speaking experience and/or human dimensions coursework.  
Safety and other pertinent training.  
Experience working with other agencies, especially in watershed assessment or management.

### **Additional Requirements**

This position requires an unrestricted Class D Driver's License with a clear driving record.  
In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.  
Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.  
It is policy of the Department of the Natural Resources that all candidates submit to a background check prior to employment. All job offers are contingent upon passing the following components:

- Employment Reference Check
- SEMA4 Records Check
- Criminal History Check
- Conflict of Interest Review
- Education/license verification

## **Application Details**

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### **How to Apply**

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the job information line at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us). For additional information about the application process, go to <http://www.mn.gov/careers>.

If you have questions about the position, contact Jacquelyn Bacigalupi at [jacquelyn.bacigalupi@state.mn.us](mailto:jacquelyn.bacigalupi@state.mn.us) or [218-203-4315](tel:218-203-4315).

If you are an individual with a disability and need reasonable accommodation to assist with the application process, please contact the ADA Coordinator at [ADA.DNR@state.mn.us](mailto:ADA.DNR@state.mn.us). To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Elyse Anderson at [elyse.anderson@state.mn.us](mailto:elyse.anderson@state.mn.us).

### **Why Work for Us**

#### **Diverse Workforce**

We are committed to continually developing a workforce that reflects the diversity of our state and the populations we serve. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve the people of Minnesota.

#### **A recent engagement survey of State of Minnesota employees found:**

- 95% of employees understand how their work helps achieve their agency's mission
- 91% of employees feel trusted to do their jobs
- 88% of employees feel equipped to look at situations from other cultural perspectives when doing their job
- 87% of employees report flexibility in their work schedule

### **Comprehensive Benefits**

Our benefits aim to balance four key elements that make life and work meaningful: health and wellness, financial well-being, professional development, and work/life harmony. As an employee, your benefits may include:

- Public pension plan
- Training and professional development

- Paid vacation and sick leave
- 11 paid holidays each year
- Paid parental leave
- Low-cost medical and dental coverage
- Prescription drug coverage
- Vision coverage
- Wellness programs and resources
- Employer paid life insurance
- Short-term and long-term disability
- Health care spending and savings accounts
- Dependent care spending account
- Tax-deferred compensation
- Employee Assistance Program (EAP)
- Tuition reimbursement
- [Federal Public Service Student Loan Forgiveness Program](#)

**Programs, resources and benefits eligibility varies** based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

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#### **AN EQUAL OPPORTUNITY EMPLOYER**

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. The State of Minnesota recognizes that a diverse workforce is essential and strongly encourages qualified women, minorities, individuals with disabilities, and veterans to apply.

We will make reasonable accommodations to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us) and indicate what assistance is needed.