**Working Title: FiN Specialist**  
**Job Class: Natural Resources Specialist Fisheries**  
**Agency: MN Department of Natural Resources**

* **Job ID**: 83927
* **Location**: Twin Cities Area
* **Telework Eligible**: No
* **Full/Part Time**: Full-Time
* **Regular/Temporary**: Limited
* **Who May Apply**: Open to all qualified job seekers
* **Date Posted**: 02/06/2025
* **Closing Date**: 02/26/2025
* **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**: No
* **Salary Range:**$24.42 - $35.43 / hourly; $50,988 - $73,977 / annually
* **Classified Status**: Unclassified
* **Bargaining Unit/Union**: 214 - MN Assoc of Professional Empl/MAPE
* **End Date**: 06/30/2027
* **FLSA Status**: Exempt - Professional
* [Designated in Connect 700 Program for Applicants with Disabilities](https://mn.gov/mmb/careers/diverse-workforce/people-with-disabilities/connect700/): Yes

**The work you'll do is more than just a job.**

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

**Job Summary**

This position exists to develop, implement, and coordinate the accelerated urban fishing program in the four-county (Anoka, Dakota, Ramsey & Washington) East Metro Fisheries Area.

NR Specialist Fisheries positions perform professional fisheries management work; implement a variety of professional and technical field management projects and activities; may function as project specialists on efforts devoted to fisheries management operations on a single major lake or river; or function as a technical specialist within a region.

Job responsibilities include:

* To establish and maintain an ongoing working relationship with local unit of government officials, including their parks and recreation staff, in order to develop and implement expanded fishing opportunities on waters within their parks, primarily for shore based anglers.
* Investigate new methods for providing additional angling opportunities and new sources of fish to support these opportunities.
* Monitor and assess new and ongoing programs and projects to assure most efficient use of funding is being realized and cost ratios are maximized.
* Work with Program Staff to increase learning experience and opportunities to catch fish during sponsored fishing events
* Assist Area Office staff with traditional fish management programs.

This position has a flexible work arrangement and may be eligible to telework on a part-time basis which is subject to change. If approved, the employee would be required to complete a telework agreement.

**Qualifications**

**Minimum Qualifications**

Bachelor's Degree in biology, fisheries, fish and wildlife, 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:

1. Fisheries and aquatic sciences courses. A minimum of 4 courses, for a total of 12 semester or 18 quarter hours. Of the 4courses, at least 2 must be directly related to fisheries science, and at least 1 must cover principles of fisheries science and management.
2. Other biological sciences courses that, when added to the preceding courses, total 30 semester hours or 45 quarter hours.
3. Physical sciences courses. Fifteen semester or 23 quarter hours.
4. Mathematics and statistics courses. Six semester or 9 quarter hours, including 1 college algebra and 1 statistics course or 2 statistics courses.
5. 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.

Ability to maintain and safely operate equipment, such as boats, motors, trailers, etc.

A thorough knowledge of fish sampling equipment, techniques, and principles of Fisheries Management and Ecology.

Writing skills sufficient to draft professional lake management plans, technical reports, letters, correspondence, etc.

Communication skills sufficient to inform those who may have both diverse and conflicting objectives and provide general information onfishing seasons and regulations.

Ability to work outdoors in adverse weather and environmental conditions on a frequent basis.

Computer literacy, including knowledge of databases, spreadsheets, and word processing.

**Preferred Qualifications**

One year directed field fisheries experience conducting resource surveys using standard sampling gear and methodology (gill nets, trap nets, electrofishing etc.) or fish habitat assessments.

Communications, public relations and presentation skills sufficient to effectively present fisheries information including experience giving presentations to diverse groups of stakeholders, peers and youth groups.

Knowledge and technical experience with fish culture, handling, transport, and stocking to sustain recreational fisheries, such as Walleye, Muskellunge and trout spawning, hatchery and pond production experience.

Experience conducting special investigations such as angler creel surveys or mark-recapture experiments.

Experience conducting stream surveys, documenting habitat attributes, and identifying habitat enhancement opportunities and other technical fisheries experience.

Knowledge and experience in remote sensing applications, GPS equipment, and GIS applications.

Experience in developing and managing large databases, statistical analyses, data compilation and summarization, and report development.

Lead work experience.

**Additional Requirements**

Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.

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. Candidates must be legally authorized to work in the United States without sponsorship for employment visa status (e.g. H1B status).

It is policy of the Department of Natural Resources that all candidates submit to a background check prior to employment. All job offers are contingent upon passing the following components:

* Conflict of Interest Review
* Criminal History Check
* Education Verification
* Employment Reference / Records Check
* License / Certification Verification

**Application Details**

**How to Apply**

If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:6512593637) 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>.

**Contact**

If you have questions about this position, contact Timothy DeBates at [timothy.debates@state.mn.us](mailto:timothy.debates@state.mn.us) or [651-259-5770](tel:6512595770).

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).

**Working together to improve the state we love.**

What do Minnesota's State employees have in common?

* A sense of purpose in their work
* Connection with their coworkers and communities
* Opportunities for personal and professional growth

**Benefits**

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

**Your benefits may include:**

* Paid vacation and sick leave
* 12 paid holidays each year
* Low-cost medical, dental, vision, and prescription drug plans
  + Fertility care, including IVF
  + Diabetes care
  + Dental and orthodontic care for adults and children
* 6 weeks paid leave for parents of newborn or newly adopted children
* Pension plan that provides income when you retire (after working at least three years)
* Employer paid life insurance to provide support for your family in the event of death
* Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
* Tax-free expense accounts for health, dental, and dependent care
* Resources that provide support and promote physical, emotional, social, and financial well-being

**Support to help you reach your career goals:**

* Training, classes, and professional development
* Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at [studentaid.gov](https://studentaid.gov/))

**Employee Assistance Program (EAP) for work/life support:**

* A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
* Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
* Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

**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.

**EQUAL OPPORTUNITY EMPLOYERS**

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

**APPLICANTS WITH DISABILITIES**

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:6512593637) or email [careers@state.mn.us](mailto:careers@state.mn.us) and let us know the support you need.