



Skokomish Indian Tribe

Tribal Center (360) 426-4232

N. 80 Tribal Center Road

FAX (360) 877-5943

Skokomish Nation, WA 98584

JOB DESCRIPTION

POSITION TITLE: PERMANENT SEASONAL HATCHERY TECHNICIAN

SUPERVISOR: HATCHERY MANAGER

SALARY: \$18.00. - \$20.00 HOURLY

NATURE OF WORK: The hatchery technician is responsible for duties associated with operating the Skokomish Tribe's Enetai Hatchery. This is a seasonal position.

REPRESENTATIVE JOB DUTIES:

1. Hatchery operations include spawning and rearing of salmon, maintenance of hatchery grounds and equipment.
2. Egg picking
3. Spawning adult salmon
4. Feeding and weighing of juvenile salmon
5. Collecting water and tissue samples
6. Collecting water samples for monthly EPA testing
7. Carpentry and plumbing
8. Other duties as assigned.

DESIRED SKILLS AND ABILITIES:

1. Basic computer skills, including Word and Excel.
2. Knowledge of Tribal treaty rights and Usual & Accustomed fishing areas.
3. Current certification in first aid and CPR

MINIMUM QUALIFICATIONS:

1. High School diploma or GED
2. Experience in hatchery operations
3. Ability to operate small powerboats, chainsaws, and other power tools.
4. Thorough knowledge of the Skokomish River and watershed
5. Attention to detail.
6. Good basic math skills
7. Good physical shape
8. Must be willing to work on weekends and odd hours.
9. Able to lift 65 pounds.

10. The candidate must have a valid driver's license and be eligible for the Tribe's automobile insurance.
11. Must be able to work in a team environment.
12. Strong organizational, communication and interpersonal skills preferred.
13. The selected candidate must successfully complete a pre-employment drug screen test, and a complete background investigation, including relevant criminal history, prior to employment.

Behavior standards: Respectful, courteous, and friendly to customers, other tribal employees, and tribal leaders. A team player that helps the organization meet its objectives. Takes the initiative to meet work objectives. Effective communications with customers and other tribal employees. Gets along with co-workers and managers. Positively represents the tribe maintaining the trust Skokomish residents have place in each of us. Demonstrates honesty and ethical behavior.

CONFIDENTIALITY: The employee will be required to sign a confidentiality agreement. Violation of this agreement can result in immediate dismissal.

DRUG-FREE WORKPLACE POLICY: The Skokomish Tribe is committed to providing a drug-free workplace for its employees, volunteers, and the community it serves. By Skokomish Tribal policy, this position requires pre-employment drug testing.

PREFERENCE: The Skokomish Tribe's Indian Preference Policy applies to this position. First preference will be given to qualified, enrolled Skokomish tribal members. Second preference will be given to qualified Native American applicants who provide proof of enrollment in a federally recognized tribe. Applicants not entitled to, or who fail to claim Indian Preference, will receive consideration without regard to ethnic/national origin, marital status, sexual orientation, religion, disability status, or membership in the tribal organization.

This position is at will and does not create a contractual relationship between the tribe and the employee.

APPLICATION INSTRUCTIONS

The application must be filled in completely (Do not write see resume). **APPLICATIONS THAT ARE NOT COMPLETELY FILLED OUT and TURNED IN BEFORE CLOSING DATE WILL NOT BE CONSIDERED**

NOTE: Resumes and Cover Letters are only accepted in support of the application

JOB DESCRIPTION APPROVAL:

CEO: _____ Date: _____

Employee: _____ Date: _____