

**MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION**

FISHERIES BIOLOGIST

JOB DESCRIPTION

Employees in this job complete and oversee a variety of professional assignments to ensure that the state's fisheries are appropriately maintained, and that environmental conditions are suitable for the respective species.

There are four classifications in this job.

Position Code Title – Fisheries Biologist-E

Fisheries Biologist 9

This is the entry level. As a trainee, the employee carries out a range of professional fisheries biologist assignments while learning the methods of the work.

Fisheries Biologist 10

This is the intermediate level. The employee performs an expanding range of professional fisheries biologist assignments in a developing capacity.

Fisheries Biologist P11

This is the experienced level. The employee performs a full range of professional fisheries biologist assignments in a full-functioning capacity. Considerable independent judgement is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but require adaptation or interpretation to determine appropriate courses of action.

Position Code Title – Fisheries Biologist-A

Fisheries Biologist 12

This is the advanced level. The employee may function as a lead worker or senior worker. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments which have been recognized by Civil Service as having significantly greater complexity than those assigned at the experienced level.

NOTE: Employees generally progress through this series to the experienced level based on satisfactory performance and possession of the required experience.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every

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position are included, nor is it expected that all positions will be assigned every duty.

Collects, records and summarizes biological data and other information for use in technical studies or for developing fisheries management plans.

Conducts studies of fish populations to determine survival, growth, and migration of fish.

Researches fish mortality in conjunction with surface water quality, to identify source of mortality and potential solutions to problems.

Develops comprehensive management plans to maintain and restore fisheries and habitat.

Provides technical fisheries assistance to the public and other agency officials.

Monitors commercial fisheries.

Participates in field examinations and evaluations of state and private lands and waters.

Recommends approval or disapproval of permits to use land resources that could impact on water and aquatic habitat.

Provides direction to Fisheries Assistants and Fisheries Technicians in their day-to-day assignments.

Coordinates with local, state, and federal environmental protection and resource management personnel waterway sources to ensure protection of waters and other natural resources, and to ensure coordinated efforts toward goals.

Consults with governmental and private sector contractors in such areas as fisheries restoration projects. Reviews proposed plans and provides technical expertise.

Prepares applications for federally funded fisheries programs.

Prepares prescriptions which identify and recommend solutions to fisheries problems.

Collects and analyzes data, and prepares reports on water quality, fisheries habitat, and fish populations, and harvests fish eggs.

Collects and examines fish to determine the health of fishery and water quality.

Provides technical assistance or direction to civic fisheries projects, studies of waters and land and the impact of environmental changes on Michigan's waters, and in resolving complaints from the public.

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Provides expert testimony at judicial hearings.

Assists hatchery managers in planning and developing recommendations for hatchery design and systems.

Plans and coordinates statewide fish distribution.

Monitors fish plantings to ensure appropriate inventories are maintained.

Develops, plans, and coordinates statewide fish marking programs.

Evaluates fish transportation equipment, designs and tests new transportation equipment to ensure the safe transport of fish.

Maintains records and prepares reports and correspondence relative to the work.

Performs related work as assigned.

Additional Job Duties

Fisheries Biologist 12 (Lead Worker)

Oversees the work of professional staff by making and reviewing work assignments, establishing priorities, coordinating activities, and resolving related work problems.

Fisheries Biologist 12 Senior Worker

Performs on a regular basis professional fisheries biologist assignments which are recognized by Civil Service as more complex than those assigned at the experienced level.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge in the area listed is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the principles and practices of fisheries biology.

Knowledge of the principles and practices of fisheries management.

Knowledge of fish and related aquatic organisms.

Knowledge of the collection and care of aquatic biological specimens.

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Knowledge of fish life in Michigan including the kinds, distribution and importance of various species and their habitats and requirements.

Knowledge of the procedures and practices followed in the identification and classification of fish, aquatic plants, and insects.

Knowledge of methods of watershed development.

Knowledge of methods and equipment used in fish management.

Ability to apply knowledge of fisheries biology to fisheries management activities and techniques.

Ability to maintain records, and prepare reports and correspondence related to the work.

Ability to communicate effectively with others.

Ability to maintain favorable public relations.

Additional Knowledge, Skills, and Abilities

Fisheries Biologist 12 (Lead Worker)

Ability to organize and coordinate the work of others.

Ability to set priorities and assign work to other professionals.

Working Conditions

Some jobs require travel.

Some jobs require an employee to work under extreme weather conditions and environmental conditions of work site.

The job duties require an employee to travel, traverse rough terrain, wade through water, and other physical requirements may be inherent in the work.

Physical Requirements

None.

Education

Possession of a bachelor's degree in fisheries biology, fisheries management, aquatic biology, or zoology.

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Experience

Fisheries Biologist 9

No specific type or amount is required.

Fisheries Biologist 10

One year of professional experience providing fisheries biology services equivalent to a Fisheries Biologist 9.

Fisheries Biologist P11

Two years of professional experience providing fisheries biology services equivalent to a Fisheries Biologist, including one year equivalent to a Fisheries Biologist 10.

Fisheries Biologist 12

Three years of professional experience providing fisheries biology services equivalent to a Fisheries Biologist, including one year equivalent to a Fisheries Biologist P11.

Special Requirements, Licenses, and Certifications

None.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

FISHBIO

Job Code Description

Fisheries Biologist

Position Title

Fisheries Biologist-E

Fisheries Biologist-A

Position Code

FISHBIOE

FISHBIOA

Pay Schedule

H21-001

H21-009

ECP Group 2
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TeamLeaders