

**MICHIGAN CIVIL SERVICE COMMISSION  
JOB SPECIFICATION**

**FISHERIES TECHNICIAN**

**JOB DESCRIPTION**

Employees in this job perform fisheries management support activities to protect, develop, and maintain fish species for environmental and recreational purposes.

There are five classifications in this job.

**Position Code Title – Fisheries Technician-E**

Fisheries Technician 8

This is the entry level. The employee works in a learning capacity performing a range of fisheries technician assignments under close supervision.

Fisheries Technician 9

This is the intermediate level. The employee works in a developing capacity with increased responsibility for performing a range of fisheries technician assignments.

Fisheries Technician 10

This is the experienced level. The employee performs a full range of fisheries technician assignments and uses considerable independent judgment in making decisions requiring the interpretation and application of work latitude.

**Position Code Title – Fisheries Technician-A**

Fisheries Technician 11

This is the advanced level. The employee at this level serves either as a lead worker overseeing the work activities of other Fisheries Technicians or as a senior worker performing the most complex fisheries technician assignments. Senior-level employees perform complex assignments beyond those expected at the experienced level which have been approved by Civil Service.

**Position Code Title – Fisheries Technician-SS**

Fisheries Technician 12

This is the staff specialist level. The employee uses specialized technical knowledge in performing highly complex fisheries technician assignments involving authority for an assigned program. Staff specialist positions have sole and full time responsibility for an assigned program area, and are recognized through approval by Civil Service.

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

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

Participates in the rearing of fish in hatcheries, ponds or marshes; including application of chemical treatments, and monitorship and control of rearing environments and feeding activities.

Surveys lakes, streams, and marshes for identification of fish, fauna and soil types using various fish gathering and soil sampling apparatuses.

Participates in collection and fertilization of eggs from fish and cares for and cleans developing eggs during incubation.

Collects biological data from fish, or through creel census, including length, weight, age, sex, species, stomach samples, fin clips, etc.

Tabulates fisheries data and prepares summaries for reports.

Participates in the loading and transporting of fish to planting sites, including the operation and monitoring of transport vehicle's life support systems.

Designs and/or constructs equipment for stream improvements, erosion control, and other habitat improvement projects.

Performs specific chemical and biological analyses of water samples to determine such parameters as oxygen content, alkalinity, pH levels, and turbidity.

Performs fish age and growth analysis using various techniques.

Participates in lake mapping utilizing transits.

Participates in lake and stream reclamation efforts, including the design of equipment and the application of appropriate chemicals.

Collects and processes limnological samples from lakes and streams for purposes of determining various parameters.

Treats diseased fish by determining and applying proper treatment.

Operates and maintains power tools and equipment.

Interviews members of fishing groups on-site and records data on catch and other pertinent information.

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Samples and inspects commercial fishing catches and determines compliance with laws and regulations.

Handles and rigs fishing gear on vessels and operates associated deck equipment.

Designs, constructs and maintains fishing gear such as gill nets, trawls, trap nets, and trolling gear.

Maintains buildings, grounds and supplies in area of concern.

Conducts guided tours of fisheries facilities, and/or answers questions from public concerning Great Lakes and inland fisheries.

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

Performs related work as assigned.

### **Additional Job Duties**

#### **Fisheries Technician 11 (Lead Worker)**

Coordinates the work of lower-level Fisheries Technicians by scheduling and overseeing work assignments.

Oversees and assures the quantity and quality of the work by requiring strict adherence to established methods and procedures.

Explains work instructions and adapts, if necessary, pertinent general methods and procedures in order to meet required needs.

Trains lower-level Fisheries Technicians.

#### **Fisheries Technician 11 (Senior Worker)**

Performs on a regular basis fisheries technician assignments which are recognized as the most complex.

#### **Fisheries Technician 12**

Exercises independent authority and responsibility for an assigned program area.

Serves as recognized expert within program area and provides technical assistance to other departmental staff.

### **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, thorough knowledge is

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required at the advanced level, and extensive knowledge is required at the specialist level.

Knowledge of the identifiable characteristics of fish such as general appearance and habitats commonly found in Michigan waters.

Knowledge of methods of care, protection and rearing of fish.

Knowledge of fish foods.

Knowledge of fish diseases and predators.

Knowledge of fish gathering methods and equipment.

Ability to perform basic chemical and biological analysis of water samples.

Ability to operate and maintain mechanical equipment and ordinary shop tools.

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

Ability to communicate effectively.

Ability to maintain favorable public relations.

### **Additional Knowledge and Abilities**

#### **Fisheries Technician 11 (Lead Worker)**

Ability to explain instructions and guidelines to others effectively.

Ability to organize and coordinate the work of the unit.

Ability to prioritize the work of entry and experienced-level workers.

Ability to assign work to employees.

#### **Fisheries Technician 11 (Senior Worker)**

Ability to perform the most complex fisheries technician assignments.

#### **Fisheries Technician 12**

Some knowledge of the programmatic and developmental aspects of assigned program area.

Ability to organize and carry out assigned program.

Ability to adopt new technology and methods to enhance program effectiveness.

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### **Working Conditions**

Some jobs require an employee to work outdoors in inclement weather conditions as well as in an office or a laboratory.

### **Physical Requirements**

None.

### **Education**

Possession of an associate's degree in science with course work emphasis in limnology, ichthyology, aquatic systems, or field biology.

### **Experience**

#### **Fisheries Technician 8**

No specific type or amount is required.

#### **Fisheries Technician 9**

One year of experience performing technical fisheries management activities equivalent to a Fisheries Technician

#### **Fisheries Technician E10**

Two years of experience performing technical fisheries management activities equivalent to a Fisheries Technician, including one year equivalent to a Fisheries Technician 9.

#### **Fisheries Technician 11**

Three years of experience performing technical fisheries management activities equivalent to a Fisheries Technician, including one year equivalent to a Fisheries Technician E10.

#### **Fisheries Technician 12**

Four years of experience performing technical fisheries management activities equivalent to a Fisheries Technician, including two years equivalent to a Fisheries Technician E10 or one year equivalent to a Fisheries Technician 11.

### **Alternate Education and Experience**

#### **Fisheries Technician E10**

Possession of a bachelor's degree or higher with 16 semester (24 term) credits in job specific or related course work may be substituted for the education and experience requirements.

### **Special Requirements, Licenses, and Certifications**

Some positions within this class series are assigned job duties that may require possession of the Commercial Driver's License (CDL) issued by the Secretary of State as required by Public Act 346 of 1988 to operate a designated state vehicle.

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**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**

<b><u>Job Code</u></b>	<b><u>Job Code Description</u></b>
FISHRYTCH	Fisheries Technician

<b><u>Position Title</u></b>	<b><u>Position Code</u></b>	<b><u>Pay Schedule</u></b>
Fisheries Technician-E	FISHTCHE	L32-006
Fisheries Technician-A	FISHTCHA	L32-012
Fisheries Technician-SS	FSHTCHSS	L32-013

ECP Group 1  
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TeamLeaders