



# Point No Point Treaty Council

Port Gamble S'Klallam • Jamestown S'Klallam

## POSITION ANNOUNCEMENT

Fishery Management Biologist  
(Finfish Resources)

Announcement Date: June 12, 2009

Closing Date: **Open Until Filled**

The Point No Point Treaty Council, located near Kingston, Washington, is an intertribal natural resources management agency for the Jamestown and Port Gamble S'Klallam Tribes. The Tribe's Treaty Area encompasses the marine and freshwater areas of the Strait of Juan de Fuca, San Juan Islands, Admiralty Inlet and the Hood Canal regions of Western Washington. The Treaty Council provides a multidisciplinary approach and a range of technical services to each member Tribe's natural resources office and staff. Its services include sharing of technical expertise for the in-common management of Treaty protected finfish, shellfish and wildlife resources. The Treaty Council is seeking to fill a full time position of Fishery Management Biologist for finfish resources.

### Position Description

The Fishery Management Biologist will work with the Treaty Council Director, and each Tribe's Natural Resources Director, in matters concerning the harvest management of salmon, steelhead, and marine fish resources. Responsibilities include stock assessment, fisheries management planning and advice on the regulation of fisheries. The Biologist will also coordinate with other Treaty Council staff as part of an integrated fisheries management program that also addresses enhancement planning, salmon recovery and habitat protection/restoration.

Specific duties include:

- Prepare preseason forecasts for salmon stocks returning to the Treaty Area in coordination with the Treaty Council Tribes, other tribes, and state and federal agencies.
- Coordinate and assist with annual harvest planning efforts by formulating initial stock management recommendations through active participation in the analysis of management options for ocean and Puget Sound fisheries (which intercept stocks bound for Treaty Area watersheds). Includes review and analysis of appropriate fisheries databases, simulation models, and allocation mechanisms. Formulate proposals for mixed stock management and management planning.
- Ensure that finfish regulatory processes are carried out appropriately and in a timely fashion.
- Participate in formulation of in-season stock assessment methods. Ensure reconciliation of differences of methodologies or implementation of method, in cooperation with other tribes and agencies. Track fish stock assessment efforts and data sets available within the Treaty Area
- Coordinate and supervise the catch monitoring, harvest record reconciliation and fisher licensing programs of the member Tribes. Also, coordinate and participate in the maintenance and updating of salmon fishery databases used in analysis and management.
- Provide technical assistance to support the implementation of provisions contained in the Puget Sound Salmon Management Plan and the Hood Canal Management Plan.

Point No Point Treaty Council - Position Announcement

Fishery Management Biologist

Page 2

- Participate in technical workgroups and provide technical expertise on fishery resources and management issues pertaining to the Pacific Salmon Treaty.
- Participate in regional salmon management and stock recovery planning activities relative to provisions of the Endangered Species Act.
- Coordinate with other Treaty Council staff as appropriate and as part of an integrated harvest, hatchery and habitat management program.
- Provide technical assistance and report(s) as needed to tribal policy makers. Assist with defining project needs and priorities to satisfy the goals of the member Tribes.

#### Qualifications

A B.S. Degree is required, and a M.S. Degree is highly desired, with study emphasis in at least two of the following: fish biology, population assessment, statistical procedures, applied research, natural resource economics, and natural resources management.

Two or more years of professional experience is requested, and actual fisheries management experience is desirable.

This position requires demonstrable communication skills, ability to prioritize, and ability to be a “self-starter” to take tasks to completion.

Familiarity with Pacific salmon fisheries in general and salmon fisheries in western Washington in particular, is desired.

Knowledge of the federal court decision, U.S. vs. Washington and Treaty fishing rights is desired

#### Salary and Benefits

Salary is based on an annual range of \$52,770 to \$63,248, depending upon qualifications and experience. A generous fringe benefit package including medical, dental and life insurance coverage, and 401-K retirement is provided.

#### Contact

Interested qualified applicants should send a cover letter, resume and three references to:

Jackie McLaughlin, Administrative/Office Manager  
Point No Point Treaty Council  
7999 N.E, Salish Lane  
Kingston, Washington 98346

The Point No Point Treaty Council is an equal opportunity employer. In filling this position, American Indian preference (under federal statutes) shall apply.