



# JOB DESCRIPTION

<b>Title</b>	<b>Fish Culturist</b>	<b>Created</b>	Feb. 2008
<b>Department</b>	Public Works – Fisheries	<b>Revised</b>	Aug. 2020
<b>Job Class</b>	A 13	<b>Safety Sensitive</b>	Yes
<b>Labor Union</b>	AFSCME Local 2746 Courthouse/Roads	<b>FLSA</b>	Non-exempt

## **Purpose**

Perform all tasks necessary to rear and release salmon from egg and take to smolt stage; to build and maintain structures and equipment associated with operation of a fish hatchery and four net-pen sites; to collect data for ongoing research projects and fish culture related activities; and to provide project information to the public, student groups, and organizations.

## **Essential Functions**

- Feed, monitor growth, remove mortalities, and recognize and treat fish diseases.
- Move dam boards, clean screens, remove debris, and change nets.
- Weigh, count and load fish and eggs for transfer or liberation.
- Trap, seine, sort, kill and collect eggs and sperm from adult salmon; identify, fin clip and dispose of carcasses.
- Weigh, arrange fertilized eggs on trays, adjust water flow, prepare eggs for shipment, monitor development and chemically treat eggs until hatched.
- Record and maintain information on amounts and kinds of feed received and fed, water quality information, fish mortalities, liberations, and other records needed.
- Record data on format sheets, maintain activity logs and write activity summaries; prepare and submit written reports as required.
- Provide information to the public, conduct fish marking, fish and wildlife inventories and transplanting projects, and conduct stream surveys.
- Assemble, launch and secure net-pens.
- Perform repairs on and/or construct walkways, fish feeders, egg trays and screens, hatchery buildings, fish handling equipment, maintain pickup trucks, pumps, fork lifts, outboard motors, all-terrain vehicles, and pressure washers.
- Care for hatchery grounds including weed, grass, and brush control.
- Operate pressure washers to clean nets, incubator trays, concrete raceways, and pen walkways.
- Distribute fish food to all sites from central location; loading and unloading by hand or by fork lift.
- Report field conditions to co-workers and supervisor, modify schedules to accommodate activities, and relate other needs for the project on a daily basis.



## JOB DESCRIPTION

- May design and install various structural, mechanical, and electrical appurtenances. Supervise various construction and repair projects at the hatchery and other sites.
- May monitor for avian and otter predation in all net pens and hatchery ponds. Recommend to management proposals for corrective action. Upon approval, affect corrective actions. Maintain equipment for net cleaning, outboard motors and related equipment for net-pen operations.
- May represent Clatsop County Fisheries at Watershed Council meetings and at Astoria/Warrenton Chamber of Commerce Fisheries Committee. Attend county safety meetings and provide safety training for staff.
- Provide backup for other fish culturists as needed.
- Follow all safety rules and procedures established for work areas.

### ***Mandatory Qualifications***

Knowledge of technical and maintenance operations involved in fish hatcheries or wildlife facilities; knowledge of biological sciences applicable to fisheries or wildlife technology; skill in operation of motor vehicle, small boats and in netting, trapping and sampling fish or wildlife. Must be able to make numerous mathematical computations to determine fish weights, percentages, average temperatures, and feed conversions. Must have mechanical knowledge in order to maintain vehicles and equipment; ability to follow instructions and accomplish tasks in the field with no on-site supervision. Basic knowledge of common hand-held power tools, forklifts, pumps, etc. High school diploma/GED with math and science courses. Must possess and maintain driving privileges in the state of Oregon.

### ***Desired Qualifications***

Associate's degree in fish technology or Bachelor of Science degree. Forklift operator certification, lifesaving certification, first aid/CPR certification.

### ***Physical Demands***

Approximately 75% of time manual dexterity is required in driving a pickup truck or forklift, using calculators, electronic scales, fish measuring devices, egg picking machine and hand-held power tools (chainsaw, weed eater, skill saw, drill). Also drives outboard motorized barge, all-terrain vehicles, operates valves, chain hoist, ponar sampler, hemostats, razor knives, knives, egg pickers. Uses sockets, wrenches, hammers, pliers, feed scoops, buckets, pencils, and does net mending, and handling rods incubators. Frequently lifts up to 60 pounds, (to 25 pounds 20% of the time, and to 60 pounds up to 5%); lifts over 60 pounds 3% of the time and a maximum of 120 pounds 30 times a year.

### ***Working Conditions***

Involves operating water craft on rough water and in high winds and strong tidal currents. Maintaining hatchery flows in close proximity to or contact with rain-swollen



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rivers outdoors at night. In feeding fish, work on exposed pens, floating on rough water in high winds and rain. Most duties are performed outdoors without nearby shelter. Carry heavy objects on narrow walkways. Walk in mud and on uneven ground. Exposed to formalin, alcohol, gas and diesel fumes. Exposed to fish food dust; exposed to the smell of dead fish; exposed to fish food with added antibiotics, work with anesthetic and fish vaccines. Sometimes work on hands and knees in seagull and heron excrement. (Work outdoors 75%; exposed to chemicals 2%).

### ***Supervisory Responsibility***

Supervision of other employees is not a typical responsibility of this position. May provide work direction to new employee, volunteers, high school work experience students and fin-clipping crews.

THE ABOVE DESCRIPTION COVERS THE MOST SIGNIFICANT DUTIES PERFORMED BUT DOES NOT INCLUDE OTHER OCCASIONAL WORK, THE INCLUSION OF WHICH WOULD BE IN CONFORMITY WITH THE FACTOR DEGREES ASSIGNED TO THIS JOB.