Junior Research and Fish Culture Technician
Scientific Technical Officer 11*
Nechako White Sturgeon Conservation Centre
Posting for eligibility list for future vacancies
Vanderhoof, BC
March 2019 – October 2019
$22.7437 – $27.2393 hourly**
External Posting

The Freshwater Fisheries Society of BC (FFSBC) is an independent, non-profit organization governed by a Board of Directors with a mandate to provide hatchery and related fisheries management services to various clients and partners including the Province of BC, other jurisdictions, First Nations, Crown Corporations, Community Associations and the private sector.

Funding for these positions has been generously provided by Rio Tinto through their Donations and Sponsorships Program, which contributes to community-building initiatives in their host communities. Funding is dedicated for a program to increase opportunities for those interested in career paths in the fields of fisheries, fish culture or teaching for people in the communities of the Nechako Watershed. We look forward to look forward to working together with new individuals under this program to make a real difference in the future of BC’s fisheries and the conservation of the Nechako White Sturgeon.

Under the general supervision of the Assistant Hatchery Manager or a Fish Culturist, the Junior Research and Fish Culture Technician is responsible for carrying out fish culture activities required for egg collection, propagation and distribution of fish as well as field and data responsibilities at the Nechako White Sturgeon Conservation Centre, which will include the following:

1. Conduct applied research and development programmes by:
   a) using proper techniques to collect basic biological data from fish used for various research projects (i.e.: length, weight, survival, sample counts, etc)
   b) collecting fish distribution data through the use of fixed and mobile radio/acoustic telemetry receivers
   c) recording and managing accurate data to a high standard for analysis by program or project leads
   d) operating small/jet boats in a safe manner
   e) assisting in the collection of brood fish
   f) entering data and preparing for report writing using Microsoft based programs
   g) providing technical assistance assisting in fish sampling and data collection/analysis.

2. Assist with broodstock capture and egg collection by:
   a. measuring, weighing and identifying sturgeon captured by setline, angling, or egg mats and fyke nets,
   b. preparing and maintaining brood capture equipment, setline gear and bait
   c. protecting brood facilities from predators
   d. maintaining records for brood and collection operating and maintaining pumps and generators

3. Carry out incubation and rearing activities within the hatchery using appropriate fish culture techniques by:
   a. removing and recording dead eggs, and fish mortalities during incubation and rearing
   b. assessing and maintaining water quality and flow in the hatchery through chemical tests and excellent husbandry
   c. feeding fish by operating and maintaining electronic, mechanical and hand feeding systems
   d. cleaning and disinfecting facilities and equipment
   e. conducting sample counts to determine fish size and inventory
   f. grading fish by size or stage of development, and marking fish by scute marking and implanted tags

4. Transfer and distribute fish into lakes and streams designated by Fisheries Biologists by:
   a. disinfecting fish culture equipment, trucks and tanks using appropriate techniques
   b. working with a senior fish culturist as part of a team in the transport and distribution of fish
Qualifications

The successful candidate must be enrolled in, or a graduate from, a BSc. or fish culture or technical fisheries resource management program, zoology or other related field. A minimum of six months related experience, including experience with planning and organizing field activities, use of fish capture / release techniques, fish culture techniques, and other fisheries related work is required. Experience with angling, set-lines, radio telemetry and working around moving water (safety) is preferred. Current driver’s licence is required, and Pleasure Craft Operator's Card preferred. Equivalent combinations of education, training and experience may be considered.

Related knowledge, skills and abilities will include:
- Knowledge of basic fish culture and biology
- Knowledge of salmonid and/or sturgeon culture techniques
- Knowledge of salmonid fish health risks and procedures to reduce or prevent pathogen outbreaks
- General knowledge of biology and scientific methods
- Knowledge of appropriate emergency response procedures for critical life support systems
- Knowledge of applicable Occupational Health and Safety regulations and safe work procedures
- Knowledge of basic computer programs including Word, Excel and email
- Ability to work independently and as a member of a working team
- Ability to work in challenging outdoor environmental conditions for long hours
- Ability to meet the physical demands of the job
- Ability to participate effectively in field projects including brood capture, egg collection and fish liberations.
- Ability to communicate effectively (i.e.: oral, written skills and inter-personal skills) and follow instructions accurately
- Ability to use computer and office equipment including Word, Excel and e-mail
- Ability to use various power tools, all equipment related to fish rearing/liberation, a variety of vehicles, trailers, and boats

Competencies:
- Adaptability: personal willingness and ability to effectively work in, and adapt to change.
- Client Focus: understanding and meeting or exceeding client needs.
- Communication: clearly conveying and receiving messages to meet the needs of all. This may involve listening, interpreting, formulating and delivering: verbal, non-verbal, written, and/or electronic messages.
- Problem Solving and Judgment: ability to assess options and implications, in order to identify a solution.
- Results Orientation: knowing what results are important, focusing resources to achieve them in alignment with the goals of the organization.
- Teamwork: working co-operatively and productively with others to achieve results.
- Innovation: using original and creative thinking to make improvements and/or develop and initiate new approaches.

Additional Conditions:
- Travel is a requirement of some positions and the incumbent must be willing to work away from home for periods of 2 weeks at a time
- Required to work some irregular hours and workdays, extra hours and weekend shifts
- Required to work alone at times, on directed tasks
- Must be physically fit and able to work in all indoor and field conditions including
  - outdoors in the field in all weather conditions and at field stations
  - on lakes and rivers in various types of watercraft; and
  - inside all areas of a hatchery (being familiar with all safety regulations and fish health protocols)

*All external hires will be paid an intern rate at the grid 9 level ($22.7437 hourly) for the period equivalent to six month’s employment (913 hours). Upon reaching 913 hours, employees will move to Grid 11, Step 1.

**In addition to the hourly salary, this position qualifies for compensation of $0.72 per working hour up to a maximum of $50.40 per biweekly pay period in lieu of sick time and benefits, and vacation pay at the rate of six percent of regular earnings.

Note: There is not a known vacancy at this time. We may establish an eligibility list of qualified applicants for a period of up to one year.

To apply for this position, please submit your resumé along with a letter that clearly and specifically states how you meet the education and experience criteria for this position. In addition, please submit the application form found
with the posting listing, and ensure you quote the competition number. You may use mail, email (Word or PDF required) or fax to submit your application. This opportunity is open to both internal and external applicants.

For information on the Freshwater Fisheries Society of BC please visit www.gofishbc.com.

**Competition No:** FFSBC19:04  
**Closing Date:** January 10, 2019, 4:00 pm Pacific Time  
**Apply to:** Freshwater Fisheries Society of BC  
101 – 80 Regatta Landing, Victoria, BC, V9A 7S2  
FAX: (250) 414-4211  
E-Mail: jobs@gofishbc.com  

**For More Information:** E-Mail: jobs@gofishbc.com