



**MINNESOTA**  
DEPARTMENT OF  
NATURAL RESOURCES

## **Job Class: NR Area Supervisor Fisheries**

## **Working Title: Area Fisheries Supervisor**

**Job ID:** 15188

**Location:** Garrison

**Full/Part Time:** Full-Time

**Regular/Temporary:** Unlimited

**Who May Apply:** Open to all applicants

**Date Posted:** 10/13/2017

**Closing Date:** 10/26/2017

**Hiring Agency/Seniority Unit:** Department of Natural Resources

**Division/Unit:** Fish and Wildlife

**Work Shift/Work Hours:** Day Shift

**Days of Work:** Monday - Friday

**Travel Required:** Yes

**Salary Range:** \$26.54 - \$38.43/hourly; \$55,416 - \$80,242/annually

**Classified Status:** Classified

**Bargaining Unit/Union:** 216 - MMA

**Work Location:** Garrison area

**Employment Condition:** Unlimited, full-time

**FLSA Status:** Exempt

**Connect 700 Program Eligible:** Yes

### **Job Summary**

This position exists to manage people and resources in designing, implementing and adapting the Mille Lacs fishery populations monitoring and research program that provides the information and knowledge needed to monitor the status of fish and invertebrate populations in Mille Lacs, develop management plans to optimize, conserve and sustain fish populations and supported fisheries, and provide effective communication and outreach regarding the Mille Lacs fishery.

#### **Core Activities Include:**

Perform supervisory functions so that efficient and orderly operation will be maintained.

Direct and operate an area headquarters with full budget responsibility to provide for operational needs so clientele are served, and a base for field operations is available to staff employees in order to meet program goals.

Coordinate, supervise, and implement a fisheries investigational program so that current relevant information is collected, analyzed, and made available for effective long and short-term management planning.

Direct fish stocking and propagation programs so that local, regional and statewide sport fishing opportunities are enhanced.

Coordinate with local associations and other units of government to implement fisheries management plans for the area resources.

Provide a public relations program to inform clientele of fisheries activities and educate on the long-term value of resource protection.

Coordinate fisheries management and research activities to ensure that programs meet specified goals and objectives of fish management policy while minimizing conflicts with other agencies or user group's interests.

Assume responsibility and accountability for safe performance of tasks by staff according to established safety procedures and reduce injuries and equipment damages.

### **Minimum Qualifications:**

Bachelor's Degree in biology, fisheries, or closely related area. See the "How to Apply" section below for coursework requirements.

Professional level experience in fisheries management or research (i.e., NR Specialist series) as follows:

- One (1) year of experience as an NR Specialist Senior or equivalent; or
- Four (4) years of experience as an NR Specialist Intermediate or equivalent; or
- Five (5) years of experience as an NR Specialist or equivalent.

Supervisory or lead worker experience and training that incorporates coaching and conflict resolution skills to effectively discipline, train, and educate others.

Proven ability to work as part of a team or work group.

Written communication skills sufficient to prepare and edit high quality technical reports and management plans.

Oral communication skills sufficient to communicate with technical audiences and local constituents (e.g., professional fisheries organizations, organized angling groups, legislative committees, etc.).

Ability to work in adverse weather and environmental conditions.

Ability to operate equipment, such as boats, outboard motors, trailers, etc.

Computer proficiency, including knowledge of databases, spreadsheets, and statistical programs sufficient to analyze collected data and perform statistical analysis.

Interpersonal skills for interaction with both internal and external customers.

Considerable knowledge of procedures involved in planning, executing, evaluating, and reporting on a comprehensive fisheries area management program.

Conflict management skills.

Professional-level experience conducting fisheries management or fisheries research on lake or river predator-prey interactions.

### **Preferred Qualifications:**

Master's degree or PhD in Fisheries or a closely-related field.

Experience facilitating or leading diverse groups to consensus on complex fisheries-related issues.

Experience with interdisciplinary research on limnology or lower trophic level interactions.

Safety training.

Budget experience.

Grant writing experience.

Senior author of peer-reviewed publications in fisheries research or management.

## Physical Requirements

Requires occasionally lifting articles of 50-pounds maximum and frequently lifting and/or carrying objects such as heavy tools and file boxes. This job may require walking or standing to a significant degree on rough terrain or may involve sitting most of the time.

## Additional Requirements

This position requires completion of specific coursework. See the "How to Apply" section below for instructions on required transcript submission.

This position requires an unrestricted Class D Driver's License with a clear driving record.

It is policy of the Department of the Natural Resources that those offered employment submit to a background check prior to employment. All job offers are contingent upon passing the following components:

1. Criminal history check
2. Driver's license history
3. Reference checks

## Why Work For Us

GREAT BENEFITS PACKAGE! The State of Minnesota offers a comprehensive benefits package including low cost medical and dental insurance, employer paid life insurance, short and long term disability, pre-tax flexible spending accounts, retirement plan, tax-deferred compensation, generous vacation and sick leave, and 11 paid holidays each year.

## How to Apply

Click "Apply" at the bottom of this page. If you are unable to apply online, please contact the job information line at 651.259.3637.

For applicants not currently in the NR Specialist Fisheries job class series, submit your unofficial transcript(s) to demonstrate satisfactory completion of the following coursework requirements:

- A. Fisheries and aquatic sciences courses. A minimum of 4 courses, for a total of 12 semester or 18 quarter hours. Of the 4 courses, at least 2 must be directly related to fisheries science, and at least 1 must cover principles of fisheries science and management.
- B. Other biological sciences courses that, when added to the preceding courses, total 30 semester hours or 45 quarter hours.
- C. Physical sciences courses. Fifteen semester or 23 quarter hours.
- D. Mathematics and statistics courses. Six semester or 9 quarter hours, including 1 college algebra and 1 statistics course or 2 statistics courses.
- E. Communications courses. Nine semester or 13 quarter hours (3 semester or 5 quarter hours may be taken in communications intensive courses if officially designated as such by the university or college).

\*To receive credit for coursework, letter grades awarded must be 'C-' or higher.

\*\*Certification by the American Fisheries Society as an Associate Fisheries Professional or a Certified Fisheries Professional will be accepted in lieu of the required coursework.

Please submit your transcript(s) by email to Brad Parsons at [Bradford.Parsons@state.mn.us](mailto:Bradford.Parsons@state.mn.us).

Applicants currently in the NR Specialist Fisheries series, no transcript submission required.

**Failure to submit your transcript(s) by the close of the posting may affect your consideration for the position.**

For additional information about the application process, go to <http://www.mn.gov/careers>.

## Contact

If you have questions about the position, contact Brad Parsons at [Bradford.Parsons@state.mn.us](mailto:Bradford.Parsons@state.mn.us) or 651.259.5789.

***If you are a Connect 700 applicant, please submit your certificate to Elyse Anderson at [elyse.anderson@state.mn.us](mailto:elyse.anderson@state.mn.us) or fax to 651.296.6494 by the job posting close date.***

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The State of Minnesota is an equal opportunity, affirmative action, and veteran-friendly employer. We are committed to providing culturally responsive services to all Minnesotans. The State of Minnesota recognizes that a diverse workforce is essential and strongly encourages qualified women, minorities, individuals with disabilities, and veterans to apply.

We will make reasonable accommodations to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at 651.259.3637 or email [careers@state.mn.us](mailto:careers@state.mn.us). Please indicate what assistance you need.