

# Natural Resources Specialist I-II-III-IV (Fish Hatchery Biologist)

<b>Salary</b>	\$3,345.13 - \$5,020.26 Monthly	<b>Location</b>	San Marcos, TX
<b>Job Type</b>	Regular Full Time	<b>Division</b>	Inland Fisheries
<b>TPWD Job Number</b>	17-00686	<b>Branch</b>	A E WOOD FH
<b>Closing</b>	8/10/2017 11:59 PM Central		

**Work Address:** sTPWD A.E. Wood Fish Hatchery, 507 Staples Road, San Marcos, TX 78666

**Hiring Contact:** Michael Matthews, (512) 353-0572

## General Description

Under the direction of the A. E. Wood Fish Hatchery Manager, this position is responsible for assisting in planning, coordinating and operating a warmwater state fish hatchery. Duties include planning, organizing and coordinating fish propagation, distribution and facility maintenance. Conducts applied scientific experiments in fish culture. Organizes and conducts public outreach activities. Supervises and directs a team of technicians, and/or seasonal workers, interns and volunteers. Assists Hatchery manager in various administrative duties. Performs additional duties as assigned. Complies with all Agency, Division and Branch rules, regulations and procedures.

## MINIMUM QUALIFICATIONS:

### Education:

Graduation from an accredited college or university with a Bachelor of Science degree in Aquaculture, Fisheries, Fish and Wildlife Management or related Biological Science with major course work in Fish Culture and/or Fisheries Management;

### Experience:

- NRS I:** No experience;
- NRS II:** Two years relevant experience;
- NRS III:** Six years relevant experience;
- NRS IV:** Ten years relevant experience.

Note: individuals currently occupying a Natural Resource Specialist I – IV (Hatchery Biologist) position in Inland or Coastal Fisheries will be considered as meeting minimum qualifications.

## ACCEPTABLE SUBSTITUTIONS:

### Experience:

- NRS II-IV ONLY:** Graduation from an accredited college or university with a Master's degree in Aquaculture, Biology, Ecology, Fisheries Science or one of the Natural Sciences may substitute for one year of the required experience;
- NRS II-IV ONLY:** Graduation from an accredited college or university with a PhD in Aquaculture, Biology, Ecology, Fisheries Science or one of the Natural Sciences may substitute for two years of the required experience.

## **PREFERRED QUALIFICATIONS:**

### **Education:**

Graduation from an accredited college or university with a degree in Aquaculture or Fisheries Management.

### **Experience:**

Five years working in an aquaculture related field.

## **KNOWLEDGE, SKILLS and ABILITIES:**

### **NRS I-IV:**

Knowledge of fish hatchery management;  
Knowledge of fish culture practices;  
Knowledge of applicable laws, regulations, and policies dealing with conservation of fish and wildlife resources and their habitat;  
Knowledge of flora and fauna of Texas and their ecosystems;

### **NRS I-IV:**

Skill in using MS Word, Excel and Outlook;  
Skill in effective verbal and written communication;  
Skill in the operation of a variety of scientific and analytical equipment including microcomputers and related software;  
Skill in collecting scientific data;  
Skill in planning, assigning and/or supervising the work of others;  
Skill in training others;  
Skill in effective interaction with staff at all levels of the department and other State agencies and organizations;

### **NRS I:**

Ability to supervise professional and technical staff;  
Ability to perform administrative duties;  
Ability to design scientific experiments, collect and analyze data, prepare scientific and administrative reports;  
Ability to effectively communicate operations and research findings to the scientific community, resource managers, recreationalists, students and members of the general public;  
Ability to establish and maintain working relationships with co-workers, agency staff and management to achieve common goals;  
Ability to prioritize workloads and meet deadlines;  
Ability to perform manual labor including, lifting supplies and materials up to 50 lbs.;  
Ability to conduct work activities in accordance with TPWD safety program;  
Ability to work under moderate supervision, with limited latitude for the use of initiative and independent judgment;

### **NRS II:**

Abilities of NRS I; PLUS:  
Ability to maintain flexibility and work with frequent interruptions and multiple changing priorities;  
Ability to work under general supervision, with moderate latitude for the use of initiative and independent judgment;

**NRS III:**

Abilities of NRS II; PLUS:

Ability to use sound judgment in dealing with confidential matters of significant consequences;  
Ability to work under limited supervision, with considerable latitude for the use of initiative and independent judgment;

**NRS IV:**

Abilities of NRS III; PLUS:

Ability to exercise sound judgment when making critical decisions;  
Ability to work under minimal supervision, with considerable latitude for the use of initiative and independent judgment.

**WORKING CONDITIONS:**

Required to work from 8:00 a.m. to 5:00 p.m., Monday through Friday;  
Required to work holidays, weekends and hours other than 8:00 am. To 5:00 p.m. as necessary;  
Required to work overtime as necessary;  
Required to perform manual labor including, lifting supplies and materials up to 50 lbs.;  
May be required to operate a State vehicle;  
Required to travel 10% with possible overnight stays;  
Non-smoking environment in State buildings and vehicles.

**ADDITIONAL REQUIREMENTS:**

**In order to be considered for this position, the following information is required:**

Submission of a completed online application;  
Work history experience MUST be completed in the online application;  
A scanned copy of official college transcript(s) issued from the registrar must be attached to the online application (if applicable);  
Applicants must attach a DD214 or other supporting documentation to the online application to claim Veterans Preference.

NOTE: Resume and professional references may be attached to the online application, but not in place of the completed application. A skills test may be conducted at time of interview.

**Army 72, 92**

**Navy Meteorology and Oceanography, Restricted Line (Information Dominance)**

**Coast Guard MST, 790, 72**

**Marine Corps 68, 88**

**Air Force 1W, 8E, 9S, 15**

[http://www.hr.sao.state.tx.us/Compensation/MilitaryCrosswalk/MOSC\\_NaturalResources.pdf](http://www.hr.sao.state.tx.us/Compensation/MilitaryCrosswalk/MOSC_NaturalResources.pdf)