

**From:** Allison Luce  
**Subject:** Job Posting: Biologist

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## Job Description – Biologist

**FOCUS:** Habitat Restoration and Fisheries Monitoring

**LOCATION:** Modesto, CA

Overview: Cramer Fish Sciences (CFS) is a fisheries research consulting firm that serves throughout the Pacific Northwest and California. Our mission is to rigorously apply the scientific method to afford our clients innovative, scientifically robust solutions to address a variety of fisheries and environmental challenges. The CFS team achieves this through effective and unbiased data collection, insightful analysis and interpretation, and clear communications. The Biologist provides support for the organization by conducting field, shop, and laboratory work and data collections, data analysis and problem solving for our clients.

### Essential Duties and Responsibilities:

- Perform hands on work which may include fish trapping and tagging, visual estimation techniques (e.g., snorkeling, redd surveys), collecting data on the physical environment (e.g., water quality, channel bathymetry) and taking measurements of individual specimens
- Serve as a task lead on multiple projects and guide Technicians successfully in order to help support the project work and data collection needed
- Assist the Project Manager in overseeing our technical staff in our fabrication shop
- Test hypotheses, collect data, perform statistical analyses and problem solving for various projects, studies and other assignments
- Complete research, technical writing and analysis of data related to project tasks as assigned, summarize and display data
- Follow outlines provided by Project Managers to develop annual project reports including graphs and data summaries
- Maintain client relationships and distribute periodic project updates for lead projects. Attend client meetings as necessary
- Manage logistical items such as purchasing of equipment and supplies, and assigning various duties and tasks to staff
- Attend and present at scientific meetings
- Conduct literature reviews and increase familiarity with scientific literature relevant to projects
- Perform other duties as assigned

### Critical Knowledge, Skills and Abilities (required):

- **Fisheries and/or Restoration Expertise:** Demonstrated ability to work alone or as part of a team collecting, recording and analyzing a variety of high-quality data sets from field and laboratory monitoring projects and experiments. Working knowledge of the scientific method and its application in field experiments. Significant experience in the identification and monitoring of aquatic and riparian organisms. Experience with GIS and GPS data collection, organization, and manipulation.
- **Mechanical and Shop Skills:** Demonstrated ability to work in a shop setting. Prefer candidate with experience with metal fabrication, welding, and custom fisheries monitoring equipment fabrication and repair.
- **Project Management Skills:** Serve as the Task Lead on several

projects in support of Project Manager(s). Assist Project Manager(s) to track project budgets and complete deliverables on schedule.

- Team Leadership Skills: Within a team and Employee Stock Ownership Plan (ESOP) culture, sets personal high performance and quality standards and enables the team to be successful. Views all members of the team as critical and important and treats team members with respect and professionalism. Able to collaborate with other team members. Mentors/develops Technician team members.
- Science-Business balance. This individual should demonstrate expertise and be passionate about science, natural resources and resolving complex fishery problems. In addition, the individual should have an understanding of management and business functions to help manage CFS as a profitable business.

#### Personal Attributes

- Knowledge and management of all state and federal permitting requirements for active projects
- Ability to complete and/or delegate work assigned by project leaders
- Demonstrated leadership skills including ability to lead, train and supervise field crews in data collection, entry, and analysis and other aspects of project work
- Ability to work independently with strong organization and coordination skills
- Ability to handle multiple tasks with overlapping deadlines
- Ability to accurately interpret and follow established guidelines and procedures
- Ability to produce accurate, timely and quality work products and be accountable for meeting objectives
- Ability to work collaboratively with others to resolve problems
- Excellent verbal and written communication skills; able to express and exchange ideas
- Strong customer service ethic in delivery of services
- Positive energy as evidenced in an optimistic outlook, a sense of humor and a disposition to encourage. Individual should be affable and someone that people generally want to be around

#### Desired Experience

- Experience operating boats, outboard motors, 4-wheel drive vehicles, trailers and other equipment utilized in field surveys and studies
- Experience using both hand and power tools, welding, and general shop aptitude
- Experience with collecting topographic survey data
- Strong leadership and communication skills
- Environmental science experience including, stream ecology, fisheries, limnology
- Data recording, management and analysis

#### Education/Minimum Qualifications:

- Bachelor's degree in Fisheries, Biology or an equivalent field and 2 years of related experience or Master's degree in Fisheries, Biology or an equivalent field and 1 year of related experience performing fisheries or wildlife studies
- Proficient with MS Office Suite
- Experience with ESRI ArcGIS and Trimble hardware and software programs
- Familiar with R or other standard statistical software and MS Access
- Demonstrated skills in data collection, entry, and analysis,

developing graphs and communicating project methods and findings in presentations and reports

**Working Conditions and Physical Demands:**

- Possible long periods of computerized data analysis in an office environment
- Must be comfortable working in the aquatic environment including working from a boat platform, swimming and wading in rivers, streams, and lakes
- Must be able to work effectively in inclement weather, including hot, cold, rain and fog conditions
- Ability to lift 50 pounds
- Working irregular hours (including weekends and evenings) in various kinds of weather and potentially rugged terrain on occasion in order to meet project deadlines
- Travel – field work may require extended travel to remote areas for 2-3 days at a time. Able to drive safely in a variety of weather conditions for extended distances.

**Compensation and Benefits:**

Competitive base salary based on qualifications

Health and retirement benefits

Incentive pay structure available

CFS is an Employee Stock Ownership Plan (ESOP) company

How to apply: Please send cover letter and resume to: [hr@fishsciences.net](mailto:hr@fishsciences.net).