SERIES CONCEPT

Fish and Wildlife Technicians complete a variety of technical level duties related to the protection, preservation, or propagation of fish and wildlife species and the preservation or enhancement of species habitat.

Implant and detect electronically coded fish tags, remove tags and decode magnetic data. Coordinate fish capture and release to place or recover tags. Compile tag placement or recovery data. Collect scale, fin, or tissue samples from fish for microscopic analyses to obtain species age, sex, maturation, or condition data. Collect harvest data from commercial or sports fishers and processing plants, and intertidal harvest activity data through on-site observations. Prepare data reports.

Negotiate access and use agreements with landowners for installation of fish traps or screens. Respond to landowner complaints and see that corrections are made. Manufacture, install, and repair fish traps and fish screens. Inspect installation sites. Fabricate metal screens, concrete forms, and related materials. Inspect condition of traps and screens.

Collect and fertilize eggs from mature fish, prepare eggs for shipment, prepare ponds or tanks for receipt of fry or fingerlings by cleaning and sanitizing surfaces. Monitor water quality; feed fish; trap and examine fish in natural waterways; perform field surveys of fish population; and collect samples of tissue, fin, or scales for biologists to examine. Assist with liberation including enumerating, loading, and transporting/distributing fish.

Observe a variety of game or non-game wildlife to obtain data on population levels, sex ratios, birth rates, breeding habits, mortality rates, migration patterns, and health conditions. Trap, tranquilize, or capture species for tagging, marking, medical treatment, or examination. Attach electronic tracking devices and monitor receivers to track movement of game. Relocate species to other habitats in accordance with policy.

Collect species of flora and fauna for specific biologic research projects. Survey, record, and report natural or human caused conditions affecting wildlife habitat and recommend remedies. Participate in game or other wildlife feeding programs during severe weather. Assist others to erect informational signs to aid the public. Complete wildlife surveys and report potential violations of fish and game laws to the appropriate authority.

Maintain and restore aquatic and terrestrial habitats for a variety of wildlife species; and protect or improve existing habitat condition or replace lost habitats.

Maintain and repair electronic and other equipment in mobile unit and support vehicles. Purchase supplies and equipment, and maintain records of program activities, achievements, and expenditures. Clear waterways and install barriers to protect wildlife. Build recreation or observation facilities for public use.

Give direction concerning work procedures to private contractors performing new construction or maintenance on hatchery or wildlife-area or volunteers who help collect and transport fish.

DISTINGUISHING FEATURES

The Fish and Wildlife Technician Entry (Underfill Only) assists with the completion of the full range of duties in the series concept. The work at this level is planned and facilitates the training needs of an entry level technician.
The Fish and Wildlife Technician completes the full range of duties in the series concept based on general work assignments.

The Fish and Wildlife Technician Senior completes administrative duties, develops job procedures and summarizes data from various reports in addition to performing the full range of duties outlined in the series concept. Positions at this level may assist a manager or supervisor in planning and oversight of a hatchery, wildlife area or screen shop.

**MINIMUM QUALIFICATIONS & SKILLS**

**FISH AND WILDLIFE TECHNICIAN ENTRY** - Minimum Qualifications are not established for this classification. The appointing authority is responsible for recruitment and selection. Refer to State HR Policy 40-010-02 Recruitment and Selection.

**Skills:**
- Understand and apply procedures and instructions.
- Understand and explain procedures.
- Use of hand and power tools.

**Note:** Some positions in this classification series require the possession of a Commercial Drivers License at the time of hire.

**FISH AND WILDLIFE TECHNICIAN**

**Fish Hatchery Option**

- An Associate's degree in Fisheries Technology, Aquaculture or Aquarium Science; **OR**
- Eighteen months of fish culture (care of fish) experience. (Six months of fisheries, wildlife or related habitat work experience will count toward this experience).

A higher level degree in Fisheries Science or a closely-related degree with at least 45 quarter (30 semester) hours of biological/ecological coursework will substitute for the Associate’s degree.

**Hatchery Skills:**
- Understand and apply department structure, organization, applicable laws, rules, policies, and procedures.
- Operation and maintenance of vehicles, equipment, and hand and power tools to fabricate, maintain, or repair equipment and structures.
- Observe, identify, and report activities and conditions of fish species and their habitat.
- Trap, capture, immobilize, treat, or transport fish.
- Recognize potential disease, parasite, or other problems in fish or related habitat.
- Count, track, identify, and report a variety of fish species and conditions.
- Work with the public, agency staff, or other agencies to convey or get information.
- Order supplies, tools, and equipment.
- Apply and explain laws, rules, policies, or procedures related to fish or wildlife management.
- Understand and apply fish culture, practices.
- Read and follow fish hatchery operation manuals and instructions.

**Wildlife Option**

- An Associate's degree in Wildlife Technology or Agriculture; **OR**
• Eighteen months of experience in the care of livestock, agricultural research and experimentation, monitoring game or wildlife, or farming. (Six months of fisheries or related habitat work experience will count toward this experience).

A higher level degree in Wildlife Science, Agriculture, or a closely-related degree with at least 45 quarter (30 semester) hours of biological/ecological coursework will substitute for the Associate’s degree.

Wildlife Skills:

• Understand and apply department structure, organization, applicable laws, rules, policies, and procedures.
• Operation and maintenance of vehicles, equipment, and hand and power tools to fabricate, maintain, or repair equipment and structures.
• Observe, identify, and report activities and conditions of wildlife species and their habitat.
• Trap, capture, immobilize, treat, or transport mammals or birds.
• Recognize potential disease, parasite, or other problems in wildlife, or related habitat.
• Count, track, identify, and report a variety of wildlife, or habitat species and conditions.
• Work with the public, agency staff, or other agencies to convey or get information.
• Order supplies, tools, and equipment.
• Apply and explain laws, rules, policies, or procedures related to fish or wildlife management.
• Understand and apply wildlife practices.
• Read and follow wildlife area operation manuals and instructions.
• Operate heavy equipment such as tractors or farming equipment.

Fish Habitat/Screens Option

• An Associate’s degree in Fisheries Technology, Aquaculture, Aquarium Science, Wildlife Technology, or Agriculture; OR

• Eighteen months of fisheries experience, care of livestock, agricultural research and experimentation, monitoring game or wildlife, or farming.

A higher level degree in Fisheries, Wildlife Science, or a closely-related degree with at least 45 quarter (30 semester) hours of biological/ecological coursework will substitute for the Associate’s degree.

Screens Skills:

• Understand and apply department structure, organization, applicable laws, rules, policies, and procedures.
• Operation and maintenance of vehicles, equipment, and hand and power tools to fabricate, maintain, or repair equipment and structures.
• Observe, identify, and report activities and conditions of fish or wildlife species and their habitat.
• Work with the public, agency staff, or other agencies to convey or get information.
• Order supplies, tools, and equipment.
• Apply and explain laws, rules, policies, or procedures related to fish or wildlife management.
• Apply principles and operation of fish screens and fish passage applications.
• Make recommendations that result in effective use of program resources, maximum benefits to fish populations and the public.
• Apply state and federal fish screening and passage criteria.
• Read, understand, interpret and fabricate using blueprints or engineered designs.
• Apply knowledge of salmonid life history and habitat requirements.
• Apply knowledge of habitat assessment and restoration techniques.
Hatchery Option

- An Associate’s degree in Fisheries Technology, Aquaculture or Aquarium Science and two years and six months of fish culture (care of fish) experience. (Twelve months of fisheries, wildlife or related habitat work experience will count toward this experience); OR

- A Bachelor’s degree in Fisheries Science or a closely-related Bachelor’s degree with at least 45 quarter (30 semester) hours of biological/ecological coursework and one year of fish culture (care of fish) experience. (Six months of fisheries, wildlife or related habitat work experience will count toward this experience); OR

- Four years of fish culture (care of fish) experience. (Two years of fisheries, wildlife or related habitat work experience will count toward this experience).

Hatchery Skills:

- Understand and apply department structure, organization, applicable laws, rules, policies, and procedures.
- Operation and maintenance of vehicles, equipment, and hand and power tools to fabricate, maintain, or repair equipment and structures.
- Observe, identify, and report activities and conditions of fish species.
- Recognize potential disease, parasite, or other problems in fish.
- Trap, capture, immobilize, treat, or transport fish.
- Preparing and presenting oral and written reports.
- Work with the public, agency staff, or other agencies to convey or get information.
- Analyzing project goals and determine work tasks.
- Evaluate long term maintenance and repair needs and preparing relevant information.
- Order and maintain adequate inventory of supplies, tools, and equipment.
- Interpret, apply and explain laws, rules, policies, or procedures related to fish management.
- Understand and apply fish culture practices.
- Create fish hatchery operation manuals and instructions.
- Monitor egg and fish production and record data.
- Calculate and administer chemicals to water systems as prescribed.
- Identify and sort various species of brood stock for spawning.
- Identify marked adults and collect tags.
- Observe proper or adverse rearing conditions and fish health concerns.

Wildlife Option

- An Associate’s degree in Wildlife Technology or Agriculture and two years and six months of wildlife experience in a wildlife program. (Twelve months of fisheries or related habitat work experience will count toward this experience); OR

- A Bachelor’s degree in Wildlife Science, Agriculture, or a closely-related Bachelor’s degree with at least 45 quarter (30 semester) hours of biological/ecological coursework and one year of wildlife experience in a wildlife program. (Six months of fisheries or related habitat work experience will count toward this experience); OR

- Eighteen months of experience in the care of livestock, agricultural research and experimentation, monitoring game or wildlife, or farming and two years and six months of wildlife experience in a wildlife program. (Two years of fisheries or related habitat work experience will count toward this experience).

Wildlife Skills:
• Understand and apply department structure, organization, applicable laws, rules, policies, and procedures.
• Observe, identify, and report activities and conditions of wildlife species and their habitat.
• Recognize potential disease, parasite, or other problems in wildlife, or related habitat.
• Trap, capture, immobilize, treat, or transport mammals or birds.
• Conduct field studies such as counting, tracking, identifying, and reporting a variety of wildlife, or habitat species and conditions.
• Preparing and presenting oral and written reports.
• Work with the public, agency staff, or other agencies to convey or get information.
• Analyzing project goals and determine work tasks.
• Evaluate long term maintenance and repair needs and preparing relevant information.
• Order and maintain adequate inventory of supplies, tools, and equipment.
• Interpret, apply and explain laws, rules, policies, or procedures related to wildlife management.
• Operation and maintenance of vehicles, equipment, and hand and power tools to fabricate, maintain, or repair equipment and structures.
• Operate heavy equipment such as tractors or farming equipment.
• Understand and apply wildlife practices.

Fish Habitat/Screens Option

• Two years and six months of fisheries or wildlife experience; **AND**

• An Associate’s degree in Fisheries Technology, Aquaculture or Aquarium Science, Wildlife Technology, or Agriculture; **OR**

• Eighteen months of fisheries experience, care of livestock, agricultural research and experimentation, monitoring game or wildlife, or farming; **OR**

• A Bachelor’s degree in Fisheries, Wildlife Science, or a closely-related Bachelor’s degree with at least 45 quarter (30 semester) hours of biological/ecological coursework **and** one year of fisheries or wildlife experience.

Screens Skills:

• Understand and apply department structure, organization, applicable laws, rules, policies, and procedures.
• Understand and apply department structure, organization, applicable laws, rules, policies, and procedures.
• Operation and maintenance of vehicles, equipment, and hand and power tools to fabricate, maintain, or repair equipment and structures.
• Observe, identify and report activities and conditions of fish or wildlife species and their habitat.
• Preparing and presenting oral and written reports.
• Work with the public, agency staff, or other agencies to convey or get information.
• Analyze project goals and determine work tasks.
• Evaluate long term maintenance and repair needs and preparing relevant information.
• Order and maintain adequate inventory of supplies, tools, and equipment.
• Interpret, apply and explain laws, rules, policies, or procedures related to fish or wildlife management.
• General knowledge of the principles and operation of fish screens and fishways including detailed knowledge of all state and federal criteria.
• Communicate with other employees to foster teamwork.
• Understand salmonid life history and habitat requirements.
• Understand habitat assessment and restoration techniques (optional)
• Maintenance and construction which relates to a variety of fish screen and passage components, metal work, form construction and concrete work.
• Communicate with people outside the organization, representing the organization to customers, landowners, volunteers and media.
• Read, interpret, and construct using blueprints or engineered designs.
• Use basic survey instruments and supplies to conduct site surveys.
• Use computer electronics and software for reporting, purchasing, communications, and inventory tracking.

Licensure & Certification
Some positions may require: Oregon Commercial Driver's License, Oregon Pesticide Applicator License, Oregon Boater Education Card, Oregon Diving Certification.

DISTINGUISHING FEATURE FROM SIMILAR SERIES

Carpenter: The Carpenter classification is distinguished from the Fish and Wildlife Technician series because of the requirement to use journey level carpentry skills to complete assigned tasks.

Welder: The Welder series is distinguished from the Fish and Wildlife Technician series because of the requirement to use journey level welding skills to complete assigned tasks.

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STATE OF OREGON
Dept. of Administrative Services
Human Resource Services Division