Job Class: Research Scientist 2

Working Title: Stock Assessment Scientist

Job ID: 27610
Location: Duluth
Full/Part Time: Full-Time
Regular/Temporary: Unlimited
Who May Apply: Open to all qualified job seekers
Date Posted: 10/23/2018
Closing Date: 11/05/2018
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: $26.30 - $38.75/hourly; $54,914 - $80,910/annually
Job Class Option: Fisheries
Classified Status: Classified
Bargaining Unit/Union: 214 - MN Assoc of Professional Empl/MAPE
Location: This position may be located either Bemidji, Duluth or St. Paul DNR offices.
FLSA Status: Exempt - Professional

Connect 700 Program Eligible: Yes

Job Summary

To design and plan original, independent research programs addressing conservation and management of fisheries and other aquatic resources in Minnesota (primarily but not limited to stock assessment and management strategy evaluation) in order to meet the needs for increased scientific knowledge, improved technology, and improved Management of Minnesota's fisheries resources; to direct and execute advanced, independent fisheries stock assessment modeling or research using appropriate research techniques and analytical methods; to perform annual stock assessment analyses and develop new stock assessment models as the needs arise on important Minnesota fisheries; to contribute to peer reviewed, scientific literature; to establish and nurture professional working relationships with fisheries management personnel statewide to insure accurate technical instruction and assistance, most notably as needed in establishing program modifications and new policies based on research results necessary to provide sustainable fisheries, and represent the Department of Natural Resources Fisheries Research Unit at Area Fisheries Supervisors meetings, Fisheries Training Committee meetings, and all other committees as assigned or required so all clientele needs are met.

Minimum Qualifications:
An advanced degree in a fisheries related area with professional level experience as a research biologist as follows as well as post-
graduation experience including independent research project design, implementation and analysis:

- Three (3) years of experience with a Master's Degree
- One (1) year of experience with a PhD

Advanced statistical and analytic skills to conduct research and evaluate others' research.

Experience with developing and interpreting stock assessment models

Thorough knowledge/understanding of fish population and community dynamics.

Exceptional personal and written communication skills as well as oral presentation skills.

Conflict management skills to analyze and resolve ambiguous or controversial situations and make difficult decisions on policy/program direction.

Management skills to effectively plan, budget, motivate, coordinate, supervise, and direct resources available to meet fisheries research and management needs.

Recognized ability to establish and maintain satisfactory working relationships.

Capability to operate and maintain a variety of equipment including outboard boat/motors, nets, electrofishing equipment, and water quality monitoring instruments.

Demonstrated computer skills including knowledge of databases, spreadsheets and word processing sufficient to create and write reports and access data.

Preferred Qualifications:

Experience developing stock assessment models using AD Model Builder or similar software.

Experience conducting management strategy evaluations to compare policy implications.

Experience working on large data sets and large lake or marine fisheries.

Successful participation of the State of Minnesota Star of the North Fellowship program.

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

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

1. Criminal history check
2. Motor Vehicle Record
3. Employment Reference checks
4. SEMA4 Record check

Why Work For Us

The Department of Natural Resources is proud to operate within a Culture of Respect that provides a healthy, safe, and productive work environment for all employees. This means that our employees are supportive of a diverse workplace, are respectful to one
another and to our customers. We believe that promoting a Culture of Respect allows our employees to do their best work in support of the agency’s mission.

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 the page. If you have questions about applying for jobs, contact the job information line at 651-259-3637.

For additional information about the application process, go to [http://www.mn.gov/careers](http://www.mn.gov/careers).

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

Contact

If you have questions about the position, contact Patrick Schmalz at patrick.schmalz@state.mn.us or 218.302.3270.

AN EQUAL OPPORTUNITY EMPLOYER

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.

Minnesota Department of Natural Resources (DNR) encourages participation in all its programs, services and activities and does not discriminate against qualified applicants with disabilities. Anyone who believes they may need a reasonable accommodation in order to fully participate in the job application, interview or selection processes may contact any agency official with whom applicant has contact in the processing of their employment application to request an accommodation. Applicants may also contact the DNR’s Affirmative Action office to request an accommodation by: E-mail: ADAdiversity.DNR@state.mn.us or by calling Sarah Spence-Koivisto at 651.259.5016; or using MN Relay 711.