

**DEPARTMENT OF NATURAL RESOURCES  
POSITION DESCRIPTION**

**Title:** Water Resource Biologist – Lakes and Streams Emphasis  
**Classification:** Water Resource Management Specialist

**Position Summary:** This position provides technical assistance and oversight of lake water quality and habitat management projects, lake assessment and monitoring efforts, and lake planning and management grants. This position serves as a point of contact for lake planning, management, and partnership-building both within the Department as well as with citizens and community-based lake organizations. As part of the Water Quality Bureau, this position is also responsible for conducting chemical, biological, and physical monitoring activities to characterize and assess lakes in an assigned portion of the East District. The position manages, interprets data, and summarizes results for reports and plans. Results are shared with Department staff, counties, other units of government and the general public. This position is supervised by the District Water Quality Field Supervisor.

**Geographic Scope and Travel Requirements:** This position performs lake and stream water quality monitoring and management activities in the East District. Travel within the assigned area of responsibility is frequent (1-3 days per week) with occasional statewide travel.

**Goals and Activities:**

- 30%**
- A. Conduct lake and stream resource condition monitoring, assess impacts, and evaluate management practices.**
- A.1 Work with the citizen lake monitoring network and water action volunteers to monitor lakes and streams for trends in water chemistry, biological, and physical parameters in accordance with Water Division Monitoring Strategy and Water Quality Bureau direction.
  - A.2 Design, conduct, and report on prescribed monitoring and special project lake and stream water quality investigations as identified through work planning or supervisory direction
  - A.3 Utilizing the Assessment Methodology guidance, evaluate the status and report lake and stream condition for management actions including listing as impaired or threatened waters.
  - A.4 Conduct Lake and stream monitoring in support of TMDL development and implementation in accordance with TMDL monitoring plans.
  - A.5 Manage Stream and Lake monitoring data in support of Water Quality and Watershed Management Program activities utilizing the SWIMS data base system.
  - A.6 Maintain a wide assortment of field monitoring equipment and supplies

30%

**B. Provide lake and stream technical assistance, public outreach and partnering, and incentives for lake, stream, and watershed management.**

- B.1 Provide technical assistance to other Department programs on issues related to lake/stream water quality and management.
- B.2 Serve as a point of contact and provide water quality information and technical assistance to lake organizations, conservation groups, county Land and Water Conservation Department staff, local governments, and individuals. Partner with these groups on lake assessment, protection, and rehabilitation projects.
- B.4 Review and approve community-based lake management plans and participate in watershed planning efforts.
- B.5 Provide Department coordination for community-based protection and rehabilitation projects.
- B.6 Focus on habitat protection and watershed improvement projects.
- B.7 Work with lake groups, county or other agencies or organizations on riparian management efforts.

15%

**C. Implement the Aquatic Plant Management Program in assigned area.**

- C.1 Manage all aspects of permitting and implementation of NR 107 and NR 109 and make permit decisions within established timelines.
- C.2 Consult with Natural Heritage Inventory and other programs to be consistent with sound ecosystem management.
- C.3 Cooperate with Central Intake for herbicide and mechanical permit review, permit number assignment and treatment/harvesting records.
- C.4 Stay current on all required trainings and certifications.
- C.5 Provide technical assistance, review, and approve community based aquatic plant management plans

15%

**D. Administer Surface Water Grants in assigned counties.**

- D.1 Working with partners and other Department staff, administer the Surface Water Grant Program
- D.2 Provide education and technical assistance to lake, river, and conservation groups for development of grant application proposals
- D.3 Participate in the statewide review and grant ranking process
- D.4 Write project scopes, track, and manage approved grant projects to evaluate satisfactory completion of grant deliverables.

5%

**E. Complaint Response and Spill Investigation**

- E.1 Conduct investigations of fish kills, spills, releases, and complaints to determine source and extent of impact. Prepare reports that interpret and summarize sample results.
- E.2 Conduct sampling as needed following proper protocols and procedures. Enter data into SWIMS as appropriate,

- E.3 Provide technical assistance to other Department programs (spills training).

5%

**F. Teamwork, Safety, Training, Organizational Responsiveness**

- F.1 Participate in district and state-wide teams, meetings, and training for water resource biologists.
- F.2 Follow all general and position-related safety requirements.
- F.3 Perform other duties as assigned by Supervisor.
- F.4 Participate in job-related training and organizational meetings as assigned by supervisor.
- F.5 Participate in development of new scientific methods through membership on internal state-wide ad hoc teams, technical teams, meetings and individual investigations. Involvement on external watershed restoration and monitoring teams

**Competencies: Skills, Abilities and Knowledge**

**Skills and Abilities**

**Creativity & Innovation** - Applies innovative approaches where appropriate, generating or brainstorming new ideas, methods, or techniques applicable to the workplace. Brings forward new ideas or improves existing ideas, products, and services by challenging assumptions and thinking outside the box.

**Organization & Planning** - Uses well-reasoned judgment in effectively planning and setting of appropriate work priorities and managing over-all workload responsibilities. Prioritizes tasks, set milestones, sequences activities, divides tasks among others as needed and sets a reasonable pace. Coordinates realistic time frames and deliver products and services in a timely manner.

**Process Improvement & Continuous Learning** - Designs, implements, and/or connects critical work processes and ensures that new ideas are integrated with established procedures and processes. Successfully implements improvements by connecting processes and involving appropriate staff. Establishes practices designed to question 'the conventional thinking'. Achieves partner/customer benefit to increase the long-term value of the organization by maintaining high levels of individual and organizational performance. Consistently applies learning new ideas and techniques.

**Takes Action & Shows Initiative** - Works well independently and is self- motivated to takes action to meet critical organizational/program/unit goals. Sets and monitors own objectives and standards. Initiates appropriate actions and follows thorough without prompting or close supervision. Demonstrates strong work ethic. When needed, puts in the hours necessary to complete the tasks at the highest level of quality possible. Displays the stamina necessary to work an irregular, demanding schedule.

**DEPARTMENT PERFORMANCE OBJECTIVES**

**Decision Making:** Able to analyze situations fully and accurately to reach productive decisions. Consults appropriate parties when necessary and identifies the key concerns and/or issues that need to be

addressed to make the best decision possible, at the correct level of decision hierarchy. The desired outcomes for this competency include excellence and credibility in decision making.

**Service Excellence:** Makes customer service a top priority and constantly seeks to improve customer service. Is responsive to changes in what customers want and need. Delivers on promises made to customers and follows up appropriately. The desired outcome for this competency is a strong connection to our customers.

**Effective Communications:** Able to express ideas in a clear, concise, and effective manner, whether speaking or in writing. Uses correct grammar and sentence structure in communications. Is a good listener, even when differing viewpoints are being expressed. Openly shares information and keeps all relevant parties updated. The desired outcome for this competency is strategic unity built on trust.

**Interpersonal Relationships:** Builds and maintains effective working relationships with others both internally and outside the organization; takes a positive and productive approach to resolving any conflicts which may arise. Exemplifies the commitment to the DNR's core value of respect; to work with people, to understand each other's views and to carry out the public will, maintain integrity, and treat everyone with fairness, compassion, and dignity. The desired outcome of this competency is a shared mind set and pool of meaning.

**Leadership:** Fosters and encourages support from his/her team to accomplish objectives, follow procedures, and accepts suggestions; inspires confidence and respect; motivates people to achieve agency goals and objectives; promotes respect, honesty, integrity, and fairness to all. Enforces standards/rules fairly and consistently and leads with courage. The desired outcomes for this competency are accountability through ownership of the work, staff alignment with agency direction, and full engagement of all employees.

### **Knowledge - Technical Competencies**

#### *Upon Appointment:*

- Principles of water chemistry, limnology, plant taxonomy, hydrology, aquatic habitat, and quality assurance of data collection
- Map reading
- Basic personal computer skills, including word processing, spreadsheets, and databases.
- Technical writing and other communication with technical and popular audiences

#### *Full Performance:*

- Proficiency in aquatic organism taxonomy
- Operation of boats, trailers and a wide variety of grab and automated monitoring equipment, field GPS equipment, and DNR databases.
- Relevant administrative rules and DNR guidance on field operations and stream classification
- Developing monitoring strategies and conducting investigations with multidisciplinary teams
- Interpreting aquatic monitoring data

### **Physical Requirements and Environmental Factors**

Strength requirements for the position are on a continuum:

Sedentary work (exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently) about 55% of the time during the course of the year.

Light work (exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently) about 25% of the time during the course of the year.

Medium Work (exerting up to 20-50 pounds of force occasionally and/or up to 25-50 pounds of force frequently) about 10% of the time during the course of the year.

Heavy Work (exerting up to 50-100 pounds of force occasionally and/or up to 25-50 pounds of force frequently) about 10% of the time during the course of the year.

Physically, the position requires bending at the waist, kneeling, crouching, climbing, balancing, lifting, carrying, pushing, pulling, reaching, handling, fingering, sitting, standing, talking, hearing, seeing (clarity of vision at 20 feet or more, clarity of vision at 20 inches or less), walking on foot. Some field activities are strenuous and require stamina and endurance especially when carrying sampling equipment.

Environmentally, depending on the time of year, activities occur inside and outside in equal amounts, the employee may be exposed to extreme cold (temperatures below 32 degrees for periods of an hour or more), extreme heat (temperatures above 90 degrees for periods of more than one hour). There may be exposure to hazards such as loud noise, swift flowing or deep water, proximity to mechanical parts, and electrical current.

#### **Equipment Used in Performing in the Position**

Car or truck; boats & trailers, cell phone; GPS (Geographic Positioning System) units; lake and stream water samplers; field water chemistry monitors (grab & recording); electrofishing equipment; velocity meters, ice augers; computer including word processing, spreadsheet, data base, GIS, weather and flow data access and multimedia presentations software; hand-held data recorders. Computer keyboarding will be common at times of the year.