

**DEPARTMENT OF NATURAL RESOURCES**  
**Division of Fish, Wildlife and Parks**

Classification Title: Fisheries Biologist

**Position Summary:** This position assists with the plans and implementation of a professional, diverse fisheries management program to protect and improve sport and/or commercial fishing, if applicable, on all lakes, streams, flowages, rivers and ponds within the assigned geographical area in collaboration with the Field Unit supervisor and Fisheries Biologist - Senior. This position performs a wide range of activities at a professional level in support of the Fisheries Field Unit in the assigned counties. General duties include assisting with planning and conducting biological surveys; performing data entry and analysis, drafting survey, technical and scientific reports; assisting with planning and conducting stream and lake habitat projects; conducting lands management, acquisition and fishing access development activities; performing equipment and facilities maintenance; conducting public information and education efforts; coordinating the work activities of Field Unit limited term employees; and performing other support and administrative activities as assigned.

**Geographic Scope and Travel Requirements:** This position supports the fisheries management program within the assigned geographic area. Travel within this geographic area is substantial, with limited regionwide and statewide travel also required.

**Scope of Authority:** This position reports to a Fisheries Work Unit Supervisor, with daily oversight and direction provided by the Senior Fisheries Biologist. This position has responsibility for the day-to-day coordination of assigned limited term fisheries technicians and advanced technicians.

**Goals and Worker Activities:**

- 50% A. Assist with the Development and Implementation of the Fisheries Program within the Assigned Area in Collaboration with Field Unit Staff.
- A.1 Identify issues and draft objectives for management of fisheries and aquatic habitat resources.
  - A.2 Assist with the planning and conducting biological surveys of waters in order to evaluate past management actions and recommend up-to-date management objectives. Collect and identify fish and aquatic invertebrate species, population status, angler harvest and habitat data, including limnological and plant data.
  - A.3 Assist with the design, direct and conduct lake and stream habitat protection, improvement and restoration projects. Collect and analyze stream and lake habitat data. Plan habitat improvement projects, including site layout, materials, equipment, contractors, with cost estimates. Coordinate cooperators and volunteers.

Coordinate beaver control activities with APHIS and other trappers in assigned counties.

- A.4 Collect, enter, summarize and tabulate computerized electronic fishery data on fish age and growth, mortality, exploitation, reproduction, condition, size-structure and abundance; perform routine data summaries and statistical analyses; draft reports including summaries of findings and recommend specific management actions.
  - A.5 Draft environmental assessments and necessary Corps of Engineers and Water Regulations and Zoning permits and approvals to conduct habitat development on waters.
  - A.6 Investigate fish kills to determine the cause and extent.
  - A.7 Conduct investigations and make recommendations regarding permits on fisheries related activities including private pond management, fish stocking permits, aquatic plant management, fishing tournament permits, bait dealer permits, scientific collector's permits and cooperative rearing agreements.
  - A.8 Coordinate facility and property acquisition, development and maintenance. Assist with identification and acquisition of potential public access sites. Cooperate with Parks and Recreation staff on maintenance of fisheries properties. Maintain Fisheries facilities.
  - A.9 Coordinate fisheries land management activities.
- 20% B. Provide Leadership and Training for Safe, Efficient Field Operations and Equipment Readiness primarily to Limited Term staff.
- B.1 Maintain current training and certifications to safely operate equipment and apply restricted use pesticides, including CPR, first aid, electrofishing, heavy equipment certifications, etc. Follow all general and position-related safety requirements. Maintain required safety records (e.g., pesticide storage and use).
  - B.2 Ensure safety equipment is in good working condition and is available to all personnel working on all phases of fisheries projects.
  - B.3 Direct the deployment, operation and maintenance of the various equipment necessary to perform specific fish sampling techniques (vehicles, boats, outboard motors, trailers, boom shockers, backpack shockers, stream shockers, fyke and gill nets, seines, fish tagging devices, equipment needed for the collection of scales/spines/or other structures for fish aging and dissolved oxygen, flow and conductivity meters). Maintain equipment in safe, operable condition according to prescribed schedules; make provisions for necessary repairs.
  - B.4 Direct and coordinate limited term, college intern, job program and volunteer labor sources who are assisting with fisheries activities. Train personnel in safe use of equipment, proper sampling techniques and data recording procedures. Direct personnel in

- proper handling, protective clothing and application of approved pesticides.
- B.5 Operate and provide field maintenance of various equipment including jammers, excavators, crawlers, vehicles, boats, outboard motors, generators, water pumps, chain saws, weed/brush cutters and various hand and power tools.
  - B.6 Direct and train personnel in proper habitat techniques and procedures (boom covers, wing deflectors, half logs, brushing, sand traps, spring pond dredging, fish shelters, chemical eradication and aeration systems).
- 10% C. Assist with the implementation of a Public Outreach Program in collaboration with Field Unit Staff.
- C.1 Effectively communicate information to the public on resource management activities, environmental protection and various regulations, services and information.
  - C.2 Respond to questions from anglers and the general public.
  - C.3 Engage local fisheries stakeholders including conservation and environmental groups, and fishing business interests to develop, support, and implement fisheries management goals.
  - C.4 Provide information and assistance on various permits and licenses.
  - C.5 Certify record fish for anglers.
  - C.6 Advise landowners on the department's land acquisition program to protect fisheries resources.
- 10% D. Collaborative Administration of the Fisheries Management Program.
- D.1 Draft biennial work plans, fisheries management plans, environmental assessments, and other plans required to meet program goals and objectives.
  - D.2 Research and make major purchases according to department purchasing guidelines and maintain annual equipment inventory.
  - D.3 Track project expenditures and assist in managing budgets. Summarize hours, mileage, travel expenses, purchases, etc. and assign to the proper project budget. Process monthly vehicle and equipment reports.
  - D.4 Coordinate the recruitment and hiring of LTEs.
  - D.5 Prioritize and schedule work activities to meet objectives of biennial work plans.
  - D.6 Draft routine monthly, quarterly and annual project reports for state and federal purposes and supervisory needs.
- 5% E. Integration with Other Departmental Programs.
- E.1 Investigate water regulation permits, shoreland and floodplain zoning permits, and aquatic plan management control permits.

- E.2 Provide assistance on projects that require environmental impact assessments or statements, bridge or road construction projects, mining permits, FERC permits and hydropower proposals.
  - E.3 Plan and direct fishery surveys to provide information to other department programs.
  - E.4 Assist other units of government, lake associations, the Wisconsin Conservation Corps and conservation groups with the development and implementation of fisheries management projects.
  - E.5 Provide fisheries information for water resources on department properties and lands owned by other governmental units.
- 5% F. Organizational Responsiveness.
- F.1 Review and keep abreast of changes in knowledge and practices of position-related activities.
  - F.2 Participate in job-related training and organizational meetings as assigned by supervisor to enhance job skills, performance and professional development.
  - F.3 Prepare forms and reports as necessary for personnel and budget accounting purposes in a timely manner.
  - F.4 Perform other position-related duties as assigned.
  - F.5 Follow all general and position-related safety requirements.

### **Knowledge, Skills, and Abilities**

- Knowledge of fisheries science, biology, ichthyology, ecology, zoology, statistics, and microscopy.
- Knowledge of fish population dynamics and related management objectives.
- Knowledge of fish electrofishing, netting, aging and marking techniques.
- Knowledge of creel survey design.
- Knowledge of fisheries population evaluation techniques.
- Knowledge of Wisconsin's waters, cool and cold water fish and fisheries.
- Knowledge of DNR policies and administrative procedures
- Knowledge of Department budgeting, work planning and project implementation policies and procedures.
- Knowledge of maintaining and making routine repairs to outboard motors, boats, and boat trailers.
- Skill in the use of computers and related software including statistical analysis, word processing, spreadsheets, and database software.
- Skill in operating boats and motors.
- Skill in maintaining and repairing fisheries sampling equipment (fyke nets, seines, dip nets, etc.).
- Skill in interpersonal communication and responding to inquiries from the public.
- Ability to obtain safety certifications such as CPR and first aid.
- Ability to collect, organize and summarize data from large numbers of fish.
- Ability to work hours outside of a typical 8-4:30 Monday-Friday schedule,

including weekends, nights and holidays. Work outside of a typical schedule typically occurs during the spring and summer 2-3 times/month, but may occur more infrequently or frequently depending on the work location.

- Ability to safely operate vehicles and power hand tools.
- Ability to work collaboratively with other Program and Division staff.