

Assistant Lake Michigan Fisheries Biologist

Date Posted: Oct 30, 2025

Requisition ID: 459615

Location:

Michigan City, IN, US, 46360

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About the Department of Natural Resources (DNR):

The Indiana Department of Natural Resources protects, enhances, preserves, and wisely uses natural, cultural, and recreational resources for the benefit of Indiana's citizens through professional leadership, management, and education. DNR Fish & Wildlife enriches the quality of life for present and future generations by balancing the biological, ecological, recreational, and economic benefits of Indiana's fish, wildlife, and their habitats.

Role Overview:

This position is member of the Lake Michigan program team and is stationed at the Lake Michigan Office in Michigan City, which overlooks Lake Michigan and is within an hour drive of Chicago.

The Lake Michigan Assistant Fisheries Biologist serves in a management and research capacity for fisheries activities conducted on Lake Michigan and its tributaries in Northwest Indiana. Most fieldwork focuses on yellow perch, lake trout, and steelhead, but may also include smallmouth bass, coho and chinook salmon, whitefish, and invasive species surveys. The assistant biologist position is involved in all aspects of administration and planning for the Lake Michigan fisheries program. Major areas of assistance include but are not limited to planning and conducting biological and social/creel evaluations of the Lake Michigan fishery, public outreach, customer service, data entry and analysis, maintenance of field gear, maintenance of public access sites, assisting with hatchery operations, and participation in interagency cooperative work via participation in the Lake Michigan Technical Committee. Yellow perch work including sampling using trawls and gillnets, aging yellow perch, and writing annual yellow perch reports may constitute a significant portion of the incumbent's responsibilities. Night sampling on Lake Michigan occurs in August and September, and the incumbent will be expected to travel out of state with the biologist to cooperative interagency management meetings 3-4 times per year. Selected candidates should expect to spend approximately 80% of days in the office/lab and 20% in the field, but this will vary by season and year.

Ideal candidates will have a mix of field experience, interacting with the public, and data management/analysis. M.S. degree in fish and wildlife management preferred but not required.

Salary Statement:

The salary for this position traditionally starts at \$42,900.00 but may be commensurate with education or work experience.

A Day in the Life:

The essential functions of this role are as follows:

- Plan and conduct scientific investigations to gather data on population status, resource utilization, or environmental conditions for management and research needs.
- Survey and collect data and samples for process and analysis using standard techniques.
- Conduct laboratory analyses utilizing a variety of technical equipment.
- Assist with environmental permitting and reviews.
- Assist in the evaluation and interpretation of data from analyses and investigations.
- Classify environmental conditions according to established standards and biological guidelines.
- Make recommendations for program objectives and policies dealing with routine problems.
- Write and edit technical reports on daily operations, program implementation, results, and goals obtained.
- Assist other biologists on large-scale research and management projects.
- Assist with special programs, projects, and investigations.
- Research, develop, and apply new methods of analyses and reviews current information.
- Responsible for the protection and improvement of habitat for all land and aquatic life.
- Assist with planning and conducting population investigations, compiling, and interpreting scientific data, and writing scientific reports.
- Some essential functions of this position may be performed onsite at the agency's worksite or other assigned worksites while some essential functions of this position may be eligible for work from home authorization in accordance with policy. Remote work authorization is not automatic and is dependent upon operational needs and agency approval.

The job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Other duties, responsibilities and activities may change or be assigned at any time with or without notice.

This position is exempt from overtime compensation for additional work hours which may be required to complete essential functions or other assigned work. Exempt employees may work more than 75 hours in a pay period without additional compensation and must report a minimum of 75 hours per pay period of work hours and/or paid leave taken to receive their base biweekly salary.

What You'll Need for Success:

You must meet the following requirement to be considered for employment:

- Minimum of a Bachelor's degree within a Natural Resource related field.
- Advanced knowledge of botany, ecology, biology, and zoology.
- Practical knowledge of legal guidelines as they apply to performance of duties.
- Ability to interpret technical material in books, manuals, and journals; write and/or edit scientific documents.
- Ability to plan and conduct investigations, surveys, and collection of data, including the ability to deal with unprecedented situations.
- Ability to analyze samples using various types of equipment and procedures.
- Ability to interpret data and apply interpretations.
- Ability to operate and maintain equipment.
- Excellent oral & written communication skills.
- Ability to learn to use statistical packages and other software (e.g., ArcGIS) for data analysis and data retrieval.
- Possess great organizational skills with the ability to prioritize variable workloads and multiple projects.
- Ability to maintain cooperative work relationships with other staff and external partners/cooperators.
- Able to perform essential functions with or without reasonable accommodation.

You must satisfy the following requirement to continue employment:

- Ability to obtain and maintain professional licenses.
- Must be able to obtain an Indiana driver's license.

Supervisory Responsibilities/Direct Reports:

This role may be utilized in a supervisory capacity based on agency needs.

Benefits of Employment with the State of Indiana:

The State of Indiana offers a comprehensive benefit package for full-time employees which includes:

- Three (3) medical plan options (including RX coverage) as well as vision and dental plans
- Wellness Rewards Program: Complete wellness activities to earn gift card rewards
- Health savings account, which includes bi-weekly state contribution

- Deferred compensation 457(b) account (similar to 401(k) plan) with employer match
- Two (2) fully-funded pension plan options
- A robust, comprehensive program of leave policies covering a variety of employee needs, including but not limited to:
 - 150 hours of paid New Parent Leave and up to eight weeks of paid Childbirth Recovery Leave for eligible mothers
 - Up to 15 hours of paid community service leave
- Combined 180 hours of paid vacation, personal, and sick leave time off
- 12 paid holidays, 14 on election years
- Education Reimbursement Program
- Group life insurance
- Referral Bonus program
- Employee assistance program that allows for covered behavioral health visits
- Qualified employer for the Public Service Loan Forgiveness Program
- Free Parking for most positions
- Free LinkedIn Learning access

Equal Employment Opportunity:

The State of Indiana is an Equal Opportunity Employer and is committed to recruiting, selecting, developing, and promoting employees based on individual ability and job performance. Reasonable accommodations may be available to enable individuals with disabilities to complete the application and interview process as well as perform the essential functions of a role. If you require reasonable accommodations to complete this application, you can request assistance by contacting the Indiana State Personnel Department at jobs@spd.IN.gov.