

Working Title: Fisheries Management Consultant
Job Class: Natural Resources Program Consultant
Agency: MN Department of Natural Resources

- **Job ID:** 88936
- **Location:** St. Paul
- **Telework Eligible:** Yes, up to 50%
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 09/17/2025
- **Closing Date:** 10/07/2025
- **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:** \$35.96 - \$53.32 / hourly; \$75,084 - \$111,332 / annually
- **Job Class Option:** Fisheries
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Empl/MAPE
- **FLSA Status:** Exempt - Professional
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

The work you'll do is more than just a job.

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

Potential report to work location: 1200 Warner Road, St. Paul, 55106

Job Summary

This position exists to provide operational support and leadership in the development of program goals, overseeing collection and dissemination of data, and providing technical expertise in the evaluation, development, and implementation of statewide fisheries management programs/services, including lake and stream surveys, lake and stream management planning, creel surveys, and federal aid reimbursement.

Potential report to work locations for this position include Bemidji, Brainerd, Glenwood, Grand Rapids, New Ulm, Ortonville, Sauk Rapids, St. Paul, Waterville, and Windom.

This position has a flexible work arrangement and may be eligible to telework on a part-time basis which is subject to change. If approved, the employee would be required to complete a telework agreement. This position may require reporting to the primary work location on a regular basis.

Qualifications

Minimum Qualifications

Bachelor's degree in fisheries, aquatic ecology, biology, or closely related field.

Four (4) years of professional level experience with increasing levels of responsibility in the areas of fisheries management, fisheries survey design and analysis, and data management including the responsibility for implementation and evaluation of fisheries management programs.

Conflict resolution skills and/or conflict management training.

Exceptional public relations/interpersonal skills to effectively build relationships with, guide, and provide training to a wide variety of customers, including fisheries staff, agency leadership, internal and external cooperators, and the public to achieve cooperation and nurture collaboration.

Demonstrated communication sufficient to effectively convey complex information in easily understandable formats and the ability to review the written communications of others and provide constructive feedback.

Demonstrated ability to lead staff and to work effectively with stakeholders through the application of a wide range of organizational, procedural, technical, and analytical skills.

Technical writing skills sufficient to summarize progress, create and edit reports.

Advanced computer literacy including skill in database management, spreadsheets, and word processing.

Ability to develop plans, lead programs, administer budgets, propose and implement changes, consult and interact with other resource disciplines and be an effective member of teams and committees.

Ability to successfully set priorities and manage multiple complex projects/tasks.

Preferred Qualifications

Master's degree or higher in a natural resources management or environmental sciences field.

Experience implementing and evaluating fisheries, or other natural resource programs, with a broad regional or statewide scope.

Involvement in the development of rules and regulations to better manage and create sustainable fisheries resources, including aspects of habitat management, fish stocking, and human dimensions.

Experience operating in a natural resources field conducting public engagements, long-range and strategic planning, and meeting facilitation.

Demonstrated ability to identify potential problems and recommend changes for policy and budgetary situations.

Additional Requirements

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

Applicants must have the ability to meet the physical requirements and work in the environmental conditions of the position, with or without reasonable accommodations.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. Candidates must be legally authorized to work in the United States without sponsorship for employment visa status (e.g. H1B status).

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:

- Conflict of Interest Review
- Criminal History Check
- Education Verification
- Employment Reference / Records Check
- License / Certification Verification

Application Details

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

Contact

If you have questions about this position, contact Shannon Fisher at shannon.fisher@state.mn.us or [651-259-5206](tel:651-259-5206).

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Elyse Anderson at elyse.anderson@state.mn.us.

Working together to improve the state we love.

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

Benefits

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

Your benefits may include:

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
 - Fertility care, including IVF
 - Diabetes care
 - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

Support to help you reach your career goals:

- Training, classes, and professional development
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at studentaid.gov)

Employee Assistance Program (EAP) for work/life support:

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance
- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

EQUAL OPPORTUNITY EMPLOYERS

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

APPLICANTS WITH DISABILITIES

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and let us know the support you need.

How to Apply:

Go to: <http://www.mn.gov/careers>

Select: 'Search for Jobs' (header at top of page)

Select 'Search for Jobs (green box under 'External Applicants')

Type in the Job Title or Job ID number