

Working Title: Baudette NR Spec Int - Fisheries
Job Class: Natural Resources Specialist Intermediate Fisheries
Agency: MN Department of Natural Resources

- **Job ID:** 89519
- **Location:** Baudette
- **Telework Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 10/21/2025
- **Closing Date:** 11/10/2025
- **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:** \$26.43 - \$38.55 / hourly; \$55,185 - \$80,492 / annually
- **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

Address: 204 Main Street East, Baudette, 56623

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.

Job Summary

This position exists to design, supervise, implement, and evaluate fisheries management activities in the Baudette Fisheries Management Area that result in optimum and sustained use of fisheries resources and that protect, sustain, and enhance fish communities and other aquatic resources. The Baudette Fisheries Management area encompasses all of Lake of the Woods, Roseau, Kittson, Marshall, Pennington, and Parts of Koochiching counties in northwest Minnesota.

Primary duties for this position include:

- Design, implement, evaluate, and participate in fisheries management plans and activities for all managed waters within the work area. To this end, implement lake investigation programs and perform lake, stream and large river investigations so that biological, physical, and sociological information is obtained and reported. These investigations include creel surveys, fish population surveys, water quality analyses, fish contaminant sample collection, electrofishing surveys and other special investigations.
- Assist the Area Supervisor in various administrative and management functions including advising in personnel matters, and designing, implementing and evaluating fisheries management activities for the work Area.
- Implement fisheries management plan operational objectives through scheduling and coordination of fish distribution operations. Perform fish propagation and distribution activities on Area lakes and streams.
- To monitor, protect and enhance fish communities and aquatic habitat within the work area through a variety of activities including acquisition, protection and restoration of aquatic habitats and their features. Conduct environmental reviews of public and private development and provide recommendations on permitted activities, best practices and mitigations. Review and comment on proposed timber harvests on State lands.
- To participate in projects and work teams with regional and/or statewide significance as a representative of the Section of Fisheries to provide input and expertise that will help guide Section of Fisheries' programs and decision-making processes that support strategic conservation, recreational and economic opportunities.
- Through the Area web page, develop and conduct an effective public information and education program to inform the public of Fisheries' operations and provide education about aquatic resources and habitat protection. Lead and participate in speaking to groups that request information on fisheries management activities in the work area.

This position has a flexible work arrangement and may be eligible to occasionally 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 will require reporting to the primary work location or field sites on a regular basis for fieldwork, training, and meetings.

Qualifications

Minimum Qualifications

Bachelor's Degree in biology, fisheries, or closely associated area required. Transcripts are required for this position. Applicants who meet minimum qualifications will be sent instructions for transcript review after the posting close date.

Transcript requirements:

1. Fisheries and aquatic sciences courses. A minimum of 4 courses, for a total of 12 semester or 18 quarter hours. Of the 4 courses, at least 2 must be directly related to fisheries science, and at least 1 must cover principles of fisheries science and management.
2. Other biological sciences courses that, when added to the preceding courses, total 30 semester hours or 45 quarter hours.
3. Physical sciences courses. Fifteen semester or 23 quarter hours.
4. Mathematics and statistics courses. Six semester or 9 quarter hours, including 1 college algebra and 1 statistics course or 2 statistics courses.
5. Communications courses. Nine semester or 13 quarter hours (3 semester or 5 quarter hours may be taken in communications intensive courses if officially designated as such by the university or college).

*To receive credit for coursework, letter grades awarded must be 'C-' or higher.

**Certification by the American Fisheries Society as an Associate Fisheries Professional or a Certified Fisheries Professional will be accepted in lieu of the required coursework.

Two (2) years of experience in fisheries management programs or fisheries research applying the principles and techniques of fisheries science. A Master's degree or Ph.D. will substitute for one (1) year of experience.

Ability to maintain and safely operate equipment, such as boats, motors, trailers, ATVs, UTVs, snowmobiles, small engines, etc.

Direct field experience working on lakes, reservoirs, rivers or streams including fish sampling from a boat.

Interpersonal skills to effectively interact and communicate remotely and in person with staff and a diverse customer base interested or involved in resource management.

Demonstrated communication and writing skills sufficient to lead a fisheries survey team and create reports such as lake and creel surveys.

Ability to work outdoors in adverse weather and environmental conditions on a frequent basis.

Computer literacy, including knowledge of databases, spreadsheets, word processing, GIS and GPS.

Knowledge of fisheries sampling techniques, fisheries science applications, fish handling, and distribution.

Preferred Qualifications

Experience leading and organizing the completion of fisheries investigative studies including creel surveys and fish tagging studies including database management.

Experience organizing and leading fish management, fish propagation, and/or fish research programs.

Experience safely operating a watercraft on large bodies of water or rivers.

Public speaking experience and/or human dimensions coursework.

Experience maintaining sampling gear.

Public speaking experience where technical material is presented to a lay audience.

Experience analyzing data using R, SAS, ACCESS, Excel, etc or other fisheries survey analysis and tracking tools. Experience designing and maintaining databases.

Familiarity with stream habitat and fish passage project techniques.

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 Matthew Skoog at matthew.skoog@state.mn.us or [218-395-6036](tel:218-395-6036).

If you are an individual with a disability and need reasonable accommodation to assist with the application process, please contact the ADA Coordinator at ADA.DNR@state.mn.us.

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 now' (green box under 'External Applicants')

Type in the Job Title or Job ID number