

Working Title: Park Rapids Area Fisheries Supervisor
Job Class: Natural Resources Area Supervisor - Fisheries
Agency: MN Department of Natural Resources

- **Job ID:** 81189
- **Location:** Park Rapids
- **Telework Eligible:** Yes
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 10/22/2024
- **Closing Date:** 11/12/2024
- **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:** No
- **Salary Range:** \$33.61 - \$48.66 / hourly; \$70,177 - \$101,602 / annually
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 216 - Middle Management Association/MMA
- **FLSA Status:** Exempt - Executive
- [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.

Location: 301 South Grove Avenue, Park Rapids, 56470

Job Summary

This position exists to supervise and administer the planning, implementation and evaluation of a comprehensive fisheries management program in the Park Rapids Fisheries Management Area (Hubbard, Wadena and eastern Becker Counties) to protect, sustain and enhance fisheries and other aquatic resources.

Core Activities Include:

- Perform supervisory functions so that efficient and orderly operation will be maintained.
- Direct and operate an area headquarters with full budget responsibility to provide for operational needs so clientele are served, and a base for field operations is available to staff employees in order to meet program goals.
- Coordinate, supervise, and implement a fisheries investigational program so that current relevant information is collected, analyzed, and made available for effective long and short-term management planning.
- Direct fish stocking and propagation programs so that local, regional and statewide sport fishing opportunities are enhanced.
- Coordinate with local associations and other units of government to implement fisheries management plans for the area resources.
- Provide a public relations program to inform clientele of fisheries activities and educate on the long-term value of resource protection.
- Coordinate fisheries management and research activities to ensure that programs meet specified goals and objectives of fish management policy while minimizing conflicts with other agencies or user group's interests.
- Assume responsibility and accountability for safe performance of tasks by staff according to established safety procedures and reduce injuries and equipment damages.
- Perform all job responsibilities in a manner that supports a healthy, safe, and productive and inclusive work environment for all employees.

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 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, fish and wildlife, 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:

- A. 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.
- B. Other biological sciences courses that, when added to the preceding courses, total 30 semester hours or 45 quarter hours.
- C. Physical sciences courses. Fifteen semester or 23 quarter hours.
- D. Mathematics and statistics courses. Six semester or 9 quarter hours, including 1 college algebra and 1 statistics course or 2 statistics courses.
- E. 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.

Four years of professional level experience with increasing responsibility in the areas of fisheries management, research, ecology or closely related field sufficient to develop, administer and support fish management or research on a regional scale. Demonstrated supervisory or lead worker experience and training that incorporates coaching and conflict resolution skills to effectively discipline, train, and educate others.

Organizational and interpersonal skills sufficient to work as a productive member of a team.

Ability to prepare and edit high quality technical reports and management plans to present to division management and other decision makers.

Communication skills sufficient to convey information with technical audiences and local constituents (e.g., professional fisheries organizations, organized angling groups, legislative committees, etc.).

Ability to safely work in adverse weather and environmental conditions and to safely operate equipment such as boats, outboard motors, trailers, etc.

Computer proficiency, including knowledge of databases, spreadsheets, and statistical programs sufficient to analyze collected data and perform statistical analysis.

Conflict resolution/human relation skills sufficient to negotiate, resolve issues, read situations and settle disputes equitably by finding common ground and cooperation.

Considerable knowledge of procedures involved in planning, executing, evaluating, and reporting on a comprehensive fisheries area management program.

Ability to treat employees inclusively in the areas of accommodation, scheduling, expectations, individualized resource needs, training, and development.

Ability to set long term and short term goals and objectives that equitably empower all employees, stakeholders, and the public.

Preferred Qualifications

Master's degree or PhD in Fisheries or a closely-related field.

Experience facilitating or leading diverse groups to consensus on complex fisheries-related issues.

Experience with cold water streams and trout management.

Experience with fisheries management in large river systems.

Safety training.

Experience developing and implementing budgets and operational plans.

Experience with egg take and fish hatchery operations.

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 Marc Bacigalupi at marc.bacigalupi@state.mn.us or [218-308-2633](tel:218-308-2633). 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