

Working Title: Hatchery Specialist

Job Class: Natural Resources Specialist Fisheries

Job ID: 73066

- **Location:** Waterville
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** Open to all qualified job seekers
- **Date Posted:** 01/19/2024
- **Closing Date:** 02/08/2024
- **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:** \$23.37 - \$33.90 / hourly; \$48,796 - \$70,783 / annually
- **Job Class Option:** Hatchery
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Empl/MAPE
- **FLSA Status:** Exempt - Professional
- **Telework Eligible:** No
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

Logo

At the DNR, we are committed to the conservation and management of the state's natural resources for outdoor recreation, economic development, and a sustainable quality of life. Apply with us and find your path.

Job Details

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Make a difference in the lives of Minnesotans.

The work you'll do is more than just a job. Join the talented, engaged and inclusive workforce dedicated to creating a better Minnesota.

Job Summary

This position exists to assist with the operation and maintenance at the Waterville State Fish Hatchery (WSFH) including fish propagation assignments and stocking within the nine county Waterville Fish Management Area, oftentimes working independently. Specifically, this position exists to assist with the northern pike, walleye, muskellunge, and channel catfish hatchery operations at the Waterville State Fish Hatchery. Because of the unpredictable nature of wild fish, scheduled hours will be based on staffing needs and may include day, evening, or night shifts. This position also assists with hauling and stocking of fish, informing, and educating public about hatcheries.

Must reside within 15 minute drive of the hatchery to accommodate emergency response and on-call duties.

Qualifications

Minimum Qualifications

Bachelor's Degree in aquaculture, fisheries management, aquatic biology or closely related area.

Experience in basic carpentry, plumbing, electrical, metal working applications, and power tool operation.

Human relations skills to provide direction and develop staff, demonstrate team and consensus building skills, and maintain good working relationships with hatcheries and other internal and external partners.

Project management skills/experience sufficient to maintain a positive working environment and timely completion of work/projects.

Working knowledge of raising and stocking coolwater/warmwater fish species in intensive management systems.

Knowledge of fish health management, wastewater management and fish nutrition.

Communication skills sufficient to inform the public of fish culture programs and to communicate effectively with other staff.

Ability to work in adverse weather and environmental conditions.

Computer skills including knowledge of databases, spreadsheets and word processing sufficient to create and write reports and access data.

Basic knowledge of heavy equipment (mid-size tractors) and UTV operation.

Position requires a Class B license with a tanker and air brake endorsement, passing a pre-employment drug screen and participation in the DNR ongoing random screening program. Otherwise qualified applicants who do not have a valid Class B license will be allowed up to six (6) months to acquire one, as a condition of employment.

Preferred Qualifications

Professional level coolwater/warmwater hatchery experience.

Technical experience in coolwater/warmwater fish propagation in a natural resources organization.

Technical experience in fish management and/or fish propagation.

Completion of USFWS short courses or equivalent in fish health and coolwater/warmwater fish culture.

Lead work skills/experience.

Experience with data management, statistical analysis, and report preparation.

Additional Requirements

This position requires current possession of a valid Class A license or the ability to obtain one in the first 6 months of employment. The selected applicant will be required to pass a pre-employment drug screen and will be included in the ongoing DNR random drug and alcohol test program.

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.

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

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 job information line 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>.

If you have questions about the position, contact Craig Soupier at craig.soupier@state.mn.us or [507-497-1821](tel:507-497-1821). 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.

Why Work for Us

Diverse Workforce

We are committed to continually developing a workforce that reflects the diversity of our state and the populations we serve. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve the people of Minnesota.

A recent engagement survey of State of Minnesota employees found:

- 95% of employees understand how their work helps achieve their agency's mission
- 91% of employees feel trusted to do their jobs
- 88% of employees feel equipped to look at situations from other cultural perspectives when doing their job
- 87% of employees report flexibility in their work schedule

Comprehensive Benefits

Our benefits aim to balance four key elements that make life and work meaningful: health and wellness, financial well-being, professional development, and work/life harmony. As an employee, your benefits may include:

- Public pension plan
- Training and professional development
- Paid vacation and sick leave
- 11 paid holidays each year
- Paid parental leave
- Low-cost medical and dental coverage
- Prescription drug coverage
- Vision coverage
- Wellness programs and resources
- Employer paid life insurance
- Short-term and long-term disability
- Health care spending and savings accounts
- Dependent care spending account
- Tax-deferred compensation
- Employee Assistance Program (EAP)
- Tuition reimbursement
- [Federal Public Service Student Loan Forgiveness Program](#)

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.

AN EQUAL OPPORTUNITY EMPLOYER

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. The State of Minnesota recognizes that a diverse workforce is essential and strongly encourages qualified women, minorities, individuals with disabilities, and veterans to apply.

We will make reasonable accommodations to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and indicate what assistance is needed.