



## Skagit River System Cooperative

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### **Position Announcement**

Skagit River System Cooperative (SRSC) is hiring a Biologist within the Research and Recovery Program.

### **Who We Are**

SRSC provides natural resource management services for the Sauk-Suiattle Indian Tribe and the Swinomish Indian Tribal Community. On behalf of these two sovereign nations, SRSC works to actively increase salmon populations and maintain and improve habitat conditions within the tribes' usual and accustomed fishing areas. Our dedicated and highly experienced staff bring a passion to their work on salmon recovery, which includes on-the-ground habitat restoration planning and implementation, improving local and regional knowledge through scientific research and monitoring, and protecting salmon habitat in a variety of regulatory processes throughout the Skagit and Samish River basins. SRSC is recognized throughout the region as a leader in salmon recovery, and we strive to build a close-knit team of professionals and scientists working on behalf of our member Tribes. Please review our website (<https://skagitcoop.org>) for additional information.

Cultivating an inclusive team is central to SRSC's mission, with a focus on providing opportunities for Tribal members. Currently, 26 permanent staff with 10 to 15 seasonal staff implement SRSC's mission. SRSC funding comes primarily from an extensive portfolio of grants and contracts with governmental agencies spanning local, state, federal, and tribal sources.

This position solicitation is for the Research and Recovery Program. The Research and Recovery Program has a long history of collecting habitat and fish data and synthesizing empirical results for managers and restoration practitioners to meet the goals of salmon recovery and fisheries management. Regionally, we value collaborative research with Academic, State and Federal Scientist and other Tribal governments. Our Program is dedicated to communicating new findings to regional managers and community stakeholders. We have authored and co-authored publications in journals spanning Fisheries, Canadian Journal of Fisheries and Aquatic Sciences, Transactions of the American Fisheries Society, Ecological Applications, Estuaries and Coasts, Restoration Ecology, Biological Conservation, and Global Change Biology.

### **Place to Conduct Research and Live**

The Skagit Valley lies in the northwestern corner of the state of Washington, United States. Its defining feature is the Skagit River, which is the largest and most biologically important river draining to Puget Sound. Skagit River is home to Chinook salmon, chum salmon, coho salmon, pink salmon (odd year), sockeye salmon, rainbow trout/steelhead, bull trout, and many other fishes. Puget Sound Chinook salmon and steelhead are listed as threatened and the Skagit River produces almost half of all adult returns in the region. The Skagit has been a focal point of data driven management with many long-term monitoring programs with SRSC being a major generator of data to answer management questions

The Skagit Valley is located between the mountains and the ocean and similarly distant to two vibrant west coast cities: Seattle and Vancouver. In the valley, mountain biking, skiing/snowboarding, fishing, boating, or sailing opportunities abound for the outdoor enthusiast. As a wild and scenic river, the Skagit

River offers hiking and floating opportunities and access to the North Cascades, which are referred to as the “American Alps” for backpacking and camping.

### **The Biologist Position**

SRSC is recruiting a professional level Biologist for a full-time position to support ongoing research. We are seeking an individual with strong analytical skills that may include statistical analysis, community ecology evaluation and/or population/lifecycle models in freshwater or marine ecosystems. We would consider individuals with strong GIS abilities and salmon habitat evaluation experience as well. Applicants will be asked to demonstrate analytical skills within the interview process.

Experience in project management, working with diverse groups of collaborators, and a demonstrated publication record is preferred. As a soft funded organization, grant management, developing budgets, proposals and meeting grant obligations are required. In addition, the Biologist may need to direct staff while conducting field work either in tidal or riverine environments.

This position may be eligible for partial remote working at the discretion of the Program Director. The default assigned work location will be Burlington, WA, requiring the candidate to be within a reasonable commute to the SRSC office. Frequency of onsite work will vary based on business and operational needs.

### **Responsibilities/Tasks**

- Develop study designs.
- Manage specific projects, including tracking deliverables and budgets.
- Manage data sets.
- Manage code (e.g. R, Python, etc...) for manipulating and processing data in accessible, replicable, and well documented manners.
- Conduct statistical or GIS analyses of empirical data and/or model outputs.
- Visualize and synthesize results of analyses and modeling.
- Perform literature reviews.
- Contribute to writing of project reports and manuscripts.

### **Other General Responsibilities**

- Contribute to efficiency of operations across SRSC and projects by following open science practices, including sharing skills, data, and codes with other relevant research associates.
- Lead field work as needed that includes nights and weekends, and in a variety of weather conditions.
- Contribute to a positive work environment.
- Support external collaborations through appropriate engagement with partners.
- Contribute to development of project and research team websites.
- Operate a boat in estuaries and rivers.
- Assist with general Program management, including data management, coordinating logistics, and other tasks as needed that may include supporting cultural events, participating in community services or other duties that are required by the communities we serve.

### **Qualifications and preferences**

SRSC as a Tribal non-profit maintains the tribal preference policy for those candidates who are enrolled Tribal members.

Education: BS or MS in Fisheries, Ecology, Wildlife Biology, or related field.

Experience: 3 years of paid natural resource experience with 2 years of field experience and one year of paid project management experience implementing research.

Other: Valid Washington driver's license and the ability to attain a Washington State Boater Education Card (or equivalent boating safety class); Have dependable transportation to and from workplace; Sensitive to American Indian culture, customs, and traditions; Able to comply with the Drug Free Workplace Act.

**Salary:**

Biologist \$60,000 to \$70,000 annually + benefits, DOQ

Deadline for Applications: 5:00 PM January 31, 2024

Submit letter of interest, resume and SRSC application (by email) to:

Skagit River System Cooperative  
Jannette Crume  
PO Box 368 La Conner, WA 98257  
[jcrume@skagitcoop.org](mailto:jcrume@skagitcoop.org)  
360-466-7228

Skagit River System Cooperative has the right to change the position description at any time.  
This position is subject to the tribal preference policy of SRSC.