

AQUATIC BIOLOGIST IV

I. IDENTIFYING INFORMATION

Position Number: 120822
Department: Land and Natural Resources
Division: Aquatic Resources
Geographic Location: Sand Island, Oahu

II. INTRODUCTION

Function of this organizational unit: To manage, conserve and restore the State's unique aquatic resources and ecosystems for present and future generations.

Purpose of the position: This position provides a full range of fishery research and management activities with emphasis on aquatic invasive species (AIS) and related fieldwork, including coral disease outbreaks. The position also conducts surveys to develop mitigation and restoration solutions; collects and analyzes data regarding AIS as well as progress of mitigative and restorative efforts; and supervises lower level fishery workers as assigned.

III. MAJOR DUTIES & RESPONSIBILITIES

A. Aquatic Resources (LNR 401)

90%

1. Conducts AIS research studies and implements AIS plans and procedures. [1][2]
2. Coordinates, oversees and participates in all AIS and mitigation field operations. [1][2]
3. Formulates and implements work plans for AIS and mitigation activities; sets all operational requirements, strategizes fieldwork, and organizes logistics, and participates in dive operations and surveys using SCUBA (up to depths of 130 feet) and/or snorkel. [1][2]
4. Conducts and supervises AIS fieldwork on "Super Sucker" barges and other vessels; conducts removal of alien algae using mechanical and biological methods. [1][2]
5. Investigates coral reef damage, marine debris rapid response, and other incidents of habitat destruction, including disease outbreaks; evaluates findings; prepares timely reports of results.[1][2]
6. Serves as supervisor for all staff involved in field operations, i.e. lower level Aquatic Biologists, Fishery Technicians and interns. [1]
7. Provides oversight to ensure effectiveness of AIS, mitigation and restoration operations.[1]

8. Leads training activities to develop staff skill sets involving organism identification; survey methodologies; early detection, rapid response, eradication, and controls of AIS. [1][3]
9. Sets safety procedures and ensures safe and consistent operation of equipment, vessels, and barge operations associated with mechanical and biological algal removal. [1][2]
10. Coordinates and consults with other DAR biologists, advisory groups, researchers, government agencies, private/non-profit organizations on need for AIS research projects. [1]
11. Assists in the development of an early AIS detection system by monitoring priority areas, identifying/detecting new alien organism introductions, and determining tools specific for AIS surveys. [1][3]
12. Procures equipment and supplies; manages, monitors, tracks expenditures. [2]
13. Seeks outside sources of funding to support AIS program activities. [1]
14. Creates GIS spatial maps; and preparing and submitting progress reports of field activities. [1][2]
15. Provides aquatic resource technical assistance; serves as a resource person replying to oral or written inquiries for the Department, other organizations and outside investigator; assesses trends, makes projections, prepares reports and assessments, meets deadlines. [1] [2]
16. Collects data and conducts statistical analyses. [1][2]
17. Participates in public and interagency meetings, workshops, and conferences; provides presentations. [1] [2]
18. Assists in local activities and projects carried out under contract. [1] [2]

B. Commercial Fisheries and Resources Enhancement 2%

1. As needed, assists/participates in field surveys above and/or under water using SCUBA up to depths of 130 feet or using snorkel. [2]
2. As needed, collects, counts and records data for analysis and assessments of aquatic habitats. [2]

C. Recreational Fishery Programs 3%

1. As needed, assists/participates in field surveys above and/or under water using SCUBA up to depths of 130 feet or using snorkel. [2]
2. As needed, collects, counts and records data for analysis and assessments of aquatic habitats. [2]

D. Other Duties

5%

1. Participates in public outreach programs and helps coordinate activities to focus awareness campaigns on aquatic resource mitigation, restoration and conservation. [2]
2. Performs other tasks and duties of equivalent scope and responsibility. [2]

[1] The performance of this function is the reason that the job exists.

[2] There are limited employees among whom the performance of this function can be distributed.

[3] This function is highly specialized. Employees are hired for the skill/ability to perform this function.

Evidence considered in determining essential duties included relevance and amount of time spent per task, consequences of not requiring a person to perform the task, nature of operation, importance of task related to overall program.

Supervisory Responsibility

This position involves supervising program and other civil service staff while in the field, e.g. Aquatic Biologist III, Fishery Technician V, IV and III, Fishery Aid I and II, temporary and/or part-time positions such as contractual staff, interns, summer hires, and volunteers. The position provides instructions on program priorities, trains staff and conducts annual performance reviews.

Supervises Positions(s) No.

Title

120823

Aquatic Biologist III

IV. CONTROLS EXERCISED OVER THE WORK

A. Supervisor

Position No.

Class Title

9620

LNR 401 Program Manager

B. Nature of Supervisory Control Exercise over the Work

This position is supervised by the LNR 401, Aquatic Resources Program Manager. Work assignments are of a professional level and are performed independently. The Supervisor specifies the scope of assignments and

objectives. Supervision and review are limited and usually consist of providing advice on new policies and procedures and when requested, on complex problems where there is no precedence and literature on the subject matter is sparse. Completed work is reviewed by the Supervisor on a spot-check basis for effectiveness of approach and for accomplishment of broad program objectives.

C. Nature of Available Guidelines Controlling the Work

Hawaii Revised Statutes; Hawaii Administrative Rules and Administrative Policies; Division of Aquatic Resources Diving Safety manual; and applicable Federal rules, Regulations and Policies.

Procedural guides cover all technical aspects of the work. The employee is expected to know and apply all pertinent State and Federal rules, regulations, policies, and procedures.

V. REQUIRED LICENSES, CERTIFICATES, ETC.

Rescue Diver (SCUBA) certification, higher level SCUBA certification (e.g. master diver certification, instructor certification, etc.) and certification in CPR, First Aid, and Emergency Oxygen administration. Applicant must have a valid driver's license.

VI. RECOMMENDED QUALIFICATIONS

A. Knowledge: An understanding of basic principles and practices of biology, ecology, other natural, physical, or chemical science, research and management; AIS; statistical methods; professional knowledge of theory and practices of fishery research and management; knowledge of standard survey and sampling methods associated with fishery research; practical knowledge of organisms, identification, life history, etc.; equipment, and practices appropriate for Hawaiian lands and waters; relationship between resources and management; government organization, programs, and functions; principles and techniques of planning process; natural resource rules and management practices; familiarity with State laws, departmental rules, and regulations, policies, and procedures; and applicable Federal laws, rules, regulations, and policies in relation to environmental policies, marine management, and conservation; grant/contract development and budget analysis; knowledge of English grammar, sentence structure, abbreviations, spelling, capitalization, and word usage; and a working knowledge of computers and generally used software programs

Desirable Knowledge: AIS identification and survey methodologies.

B. Skills/Abilities: Demonstration of supervisory aptitude/ability (through work performance, supervisory training, or supervisor's evaluations); ability to collect, correlate, evaluate, and analyze facts/data and develop sound conclusions; understand and apply statistics and formulas, understand research methods and techniques used in aquatic resources management and conservation; explain research methods and techniques during public planning; coordinate and conduct planning studies and projects for major statewide concerns and programs; work independently; meet deadlines; prepare and write reports; speak and write effectively; develop and maintain effective interpersonal relationships with others including private and public groups; work effectively among various community groups; give and receive oral and written instructions; assign and review the work of others; serve as facilitator in meetings with a variety of different and opposing interest groups; make effective presentations before groups; proficiency with Microsoft Office; able to dive to 130 feet using SCUBA; able to pass a medical examination to determine physical fitness for SCUBA diving, prior to appointment; able to obtain scientific diver certification within the probationary period; ability to use SCUBA and skin diving methods to collect data on aquatic plants and animals; competence in the operation small boats, and familiarization with field instruments and equipment used in fishery research.

Desirable Skills/Abilities: Certified Dive Master

C. Education: The position requires graduation from an accredited college with a major in fisheries biology, biological oceanography, zoology or a related biological science, including at least 24 semester credit hours in courses such as fisheries biology, ichthyology, limnology, biological oceanography, marine or freshwater ecology, invertebrate ecology or similar course applicable to the field of aquatic biology.

Substitutions: Progressively responsible professional work experience in the fields of fishery or aquatic biology that demonstrates a good understanding of research and/or management techniques may be substituted for college on a year-for-year basis.

D. Experience: The position requires two years of specialized experience, i.e. progressively responsible professional work experience in fishery or aquatic biology which involved the management, conservation, development, utilization and protection of aquatic resources, and/or scientific research dealing with aquatic resources and environment. At least one year of this experience must be comparable to work at the next lower level in the State service, e.g. Aquatic Biologist III.

Position No. 120822
Aquatic Biologist IV

Substitutions Allowed:

Substitution of Education for Experience: Possession of a master's degree in fishery biology or biological oceanography from an accredited college may be substituted for one year of specialized experience. Possession of a Ph.D. in fishery biology or biological oceanography from an accredited college may be substituted for three years of professional experience.

Desirable Experience: Training and supervising divers working within an AAUS (American Academy of Underwater Sciences) Dive Program.

VII. TOOLS, EQUIPMENT & MACHINES

Trucks, trailers, small boats, SCUBA equipment, cameras (digital, video), small machinery (pumps, compressors), and office equipment e.g. computer, printers, copier, scanner, calculator, adding machine.