

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION
FISHERIES TECHNICIAN

JOB DESCRIPTION

Employees in this job perform fisheries management support activities to protect, develop, and maintain fish species for environmental and recreational purposes.

There are five classifications in this job.

Position Code Title - Fisheries Technician-E

Fisheries Technician 8

This is the entry level. The employee works in a learning capacity performing a range of fisheries technician assignments under close supervision.

Fisheries Technician 9

This is the intermediate level. The employee works in a developing capacity with increased responsibility for performing a range of fisheries technician assignments.

Fisheries Technician E10

This is the experienced level. The employee performs a full range of fisheries technician assignments and uses considerable independent judgment in making decisions requiring the interpretation and application of work latitude.

Position Code Title - Fisheries Technician-A

Fisheries Technician 11

This is the advanced level. The employee at this level serves as a lead worker overseeing the work activities of other Fisheries Technicians; as the captain of a DNR fisheries research vessel; or as a senior worker performing the most complex fisheries technician assignments. Senior-level employees perform complex assignments beyond those expected at the experienced level which have been approved by Civil Service.

Position Code Title - Fisheries Technician-SS

Fisheries Technician 12

This is the staff specialist level. The employee uses specialized technical knowledge in performing highly complex fisheries technician assignments involving authority for an assigned program. Staff specialist positions have sole and full-time responsibility for an assigned program area and are recognized through approval by Civil Service.

NOTE: Employees generally progress through this series to the experienced level based on satisfactory performance and possession of the required experience.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Participates in the rearing of fish in hatcheries, ponds, or marshes, including the application of chemical treatments and the monitoring and control of rearing environments and feeding activities.

Surveys lakes, streams, and marshes for identification of fish, fauna, and soil types using various fish gathering and soil sampling apparatuses.

Participates in collection and fertilization of eggs from fish; and cares for and cleans developing eggs during incubation.

Collects biological data from fish, or through creel census, including length, weight, age, sex, species, stomach samples, fin clips, etc.

Tabulates fisheries data and prepares summaries for reports.

Participates in the loading and transporting of fish to planting sites, including the operation and monitoring of transport vehicle's life support systems.

Designs and/or constructs equipment for stream improvements, erosion control, and other habitat improvement projects.

Performs specific chemical and biological analyses of collected water samples.

Performs fish age and growth analysis using various techniques.

Participates in lake mapping.

Participates in lake and stream reclamation efforts, including the design of equipment and the application of appropriate chemicals or pesticides.

Collects and processes limnological samples from lakes and streams.

Conducts fish treatments as needed by determining and applying necessary chemical applications or treatments.

Operates and maintains power tools and equipment.

Interviews members of fishing groups on-site and records data on catch and other pertinent information.

Samples and inspects commercial fishing catches and determines compliance with laws and regulations.

Handles and rigs survey gear on vessels and operates associated equipment.

Designs, constructs, and maintains survey gear such as gill nets, trawls, trap nets, trolling gear, and other equipment.

Maintains buildings, grounds, vessels, equipment, and supplies in area of concern.

Conducts guided tours of fisheries facilities, vessels, and/or answers questions from public concerning Great Lakes and inland fisheries.

Maintains records, prepares reports, and composes correspondence relative to the work.

Performs related work as assigned.

Additional Job Duties

Fisheries Technician 11 (Lead Worker)

Coordinates the work of lower-level Fisheries Technicians by scheduling and overseeing work assignments.

Oversees and ensures the quantity and quality of the work by requiring strict adherence to established methods and procedures.

Explains work instructions and adapts, if necessary, pertinent general methods and procedures in order to meet required needs.

Trains lower-level Fisheries Technicians.

Fisheries Technician 11 (Senior Worker)

Performs on a regular basis fisheries technician assignments which are recognized as the most complex.

Fisheries Technician 11 (Research Vessel Captain)

Operates, navigates, and maintains a large and highly complex power-driven survey vessel on the Great Lakes and connecting waters.

Operates and maintains navigational equipment such as radar, sonar, radiotelephone, automatic pilot, echo sounders, and other equipment.

Imparts information to other boat operators regarding harbors, docks, repair facilities, fueling stations, and navigational matters.

Prepares standard vessel logs, papers, and reports; maintains records regarding the ship's engines, deck machinery, supplies, and equipment.

Charts courses, orders supplies and equipment, and acquires fuel and dock facilities.

Oversees all aspects of vessel operation including the loading, unloading, and stowage of equipment and supplies.

Oversees the safety of the vessel and everyone on board.

Directs the maintenance and repair of boats, docks, buildings, equipment, and other gear involved in completing program objectives.

Operates and maintains smaller craft on occasion.

Furnishes marine transportation and enforces fishing regulations.

Fisheries Technician 12

Exercises independent authority and responsibility for an assigned program area.

Serves as recognized expert within program area and provides technical assistance to other departmental staff.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge in the area listed is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, thorough knowledge is required at the advanced level, and extensive knowledge is required at the specialist level.

Knowledge of the identifiable characteristics of fish such as general appearance and habitats commonly found in Michigan waters.

Knowledge of methods of care, protection, and rearing of fish.

Knowledge of fish foods.

Knowledge of fish diseases and predators.

Knowledge of fish survey methods and equipment.

Knowledge of state fishing laws and regulations.

Ability to collect water samples and perform basic chemical and biological analyses of the collected samples.

Ability to operate and maintain mechanical equipment and ordinary shop tools.

Ability to maintain records, prepare reports and correspondence related to the work.

Ability to identify fish of the Great Lakes.

Ability to handle commercial fishing equipment.

Ability to communicate effectively.

Ability to maintain favorable public relations.

Additional Knowledge, Skills, and Abilities

Fisheries Technician 11 (Lead Worker)

Knowledge of employee policies and procedures.

Ability to explain instructions and guidelines to others effectively.

Ability to organize and coordinate the work of the unit.

Ability to prioritize the work of entry and experienced-level workers.

Ability to assign work to employees.

Ability to train and direct the work of others.

Fisheries Technician 11 (Senior Worker)

Ability to perform the most complex fisheries technician assignments.

Fisheries Technician 11 (Research Vessel Captain)

Knowledge of rules of navigation for power boats on the Great Lakes.

Knowledge of weather conditions as related to boating.

Knowledge of safety regulations.

Knowledge of equipment, signal lights, and running gear.

Knowledge of maritime rules and procedures.

Ability to operate, navigate, and maintain a power-driven survey vessel.

Ability to make adjustments and minor repairs to engines and equipment.

Fisheries Technician 12

Some knowledge of the programmatic and developmental aspects of assigned program area.

Ability to organize and carry out assigned program.

Ability to adopt new technology and methods to enhance program effectiveness.

Working Conditions

Some jobs require an employee to work under extreme weather conditions and environmental conditions of work site.

Some jobs require an employee to work in an office or laboratory.

Some jobs require an employee to work irregular hours.

Physical Requirements

The job duties require an employee to bend, reach, stoop, stand, sit, and/or walk for extended periods.

The job duties require an employee to lift and/or move heavy objects.

Education

Possession of an associate's degree in science with course work emphasis in limnology, ichthyology, aquatic systems, or field biology.

Experience

Fisheries Technician 8

No specific type or amount is required.

Fisheries Technician 9

One year of experience performing technical fisheries management activities equivalent to a Fisheries Technician.

Fisheries Technician E10

Two years of experience performing technical fisheries management activities equivalent to a Fisheries Technician, including one year equivalent to a Fisheries Technician 9.

Fisheries Technician 11

Three years of experience performing technical fisheries management activities equivalent to a Fisheries Technician, including one year equivalent to a Fisheries Technician E10.

Fisheries Technician 12

Four years of experience performing technical fisheries management activities equivalent to a Fisheries Technician, including two years equivalent to a Fisheries Technician E10 or one year equivalent to a Fisheries Technician 11.

Alternate Education and Experience

Fisheries Technician E10

Possession of a bachelor's degree or higher with 16 semester (24 term) credits in job specific or related course work may be substituted for the education and experience requirements.

Special Requirements, Licenses, and Certifications

Some positions within this class series are assigned job duties that may require possession of the Commercial Driver's License (CDL) issued by the Secretary of State as required by Public Act 346 of 1988 to operate a designated state vehicle.

Fisheries Technician 11 (Research Vessel Captain) operating a Great Lakes research vessel will be required to possess a license issued by the U.S. Coast Guard to operate a vessel up to 100 tons upon the Great Lakes and/or inland waters.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

FISHRYTCH

Job Code Description

FISHERIES TECHNICIAN

Position Title**Position Code****Pay Schedule**

Fisheries Technician-E

FISHTCHE

L32-006

Fisheries Technician-A

FISHTCHA

L32-012

Fisheries Technician-SS

FSHTCHSS

L32-013

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04/04/2021