

**PENOBSCOT NATION**  
TRIBAL ADMINISTRATION  
HUMAN RESOURCES



12 Wabanaki Way  
Indian Island, ME 04468  
TEL: (207) 817-7306

**JOB ANNOUNCEMENT:**

The Penobscot Nation is seeking applicants for the following position:

**OPENING DATE: May 15, 2024**

**CLOSING DATE: May 28, 2024**

**FISHERIES FIELD TECHNICIAN**

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**JOB STATUS:**

**Fisheries Field Technician**  
**Career Field: Program Staff B**  
**Pay Range: \$18.00 per hr.**  
**Term: 26 weeks**  
**Classification: Full Time, Seasonal, Grant Funded**  
**(June – November, 2024)**

**LOCATION:**

**Penobscot Nation**  
**Department of Natural Resources**  
**Classification: Full-time, Seasonal**  
**12 Wabanaki Way**  
**Indian Island, ME 04468**

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**BRIEF DESCRIPTION OF DUTIES:**

**SEE ATTACHED JOB DESCRIPTION**

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**QUALIFICATIONS REQUIRED:**

Minimum of or working towards a bachelor's degree in a natural sciences field (e.g., Biology, Environmental Sciences, Ecology, Wildlife Management). Experience related to the management of diadromous fish species is preferred. Excellent interpersonal, verbal, and written communications skills required. Self-direction, organization, motivation, and attention to detail required. Computer proficiency including data analysis, mapping and GPS units required. Current State of Maine Driver's License required.

Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

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**HOW TO APPLY:**

- Applications available at the Human Resources Office or in the Secretary's Office at the Nick Sapiel Building, Indian Island, Maine. Applications are also available at [www.penobscotnation.org](http://www.penobscotnation.org)
- Apply online at **<https://www.penobscotnation.org/departments/human-resources/employment-opportunities>**
- Submit completed applications and resume along with certifications to [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org)
- For further information, call 817-7306 or email at [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org)

## **Job Description**

**Job Title:** Fisheries Field Technician

**Department:** Natural Resources

**Reports To:** Fisheries Program Manager

**Pay Range/Category:** \$18.00 / Program Staff B

**FLSA Status:** Seasonal (June – November 2024), Full-time

### **JOB SUMMARY:**

The Fisheries Field Technician collaborates with the Fisheries Biologist to assist with data collection and entry, and to work with other DNR staff when necessary to assist them in protecting and managing the Penobscot's fisheries and water quality resources.

### **ESSENTIAL DUTIES/RESPONSIBILITIES:**

- Handle live fish, including endangered Atlantic Salmon
- Conduct aquatic field surveys, including eDNA and spawning surveys
- Collect biometric and habitat data
- Ensure the accurate collection of data from all sites
- Literature reviews and reports
- Ability to travel safely by 4-wheel drive vehicle, atv, and canoe
- Ability to work safely, alone
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.

### **KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS:**

Minimum of or working towards a bachelor's degree in a natural sciences field (e.g., Biology, Environmental Sciences, Ecology, Wildlife Management). Experience related to the management of diadromous fish species is preferred. Excellent interpersonal, verbal, and written communications skills required. Self-direction, organization, motivation, and attention to detail required. Computer proficiency including data management, and ability to operate GPS units required. Current State of Maine Driver's License required.

Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

### **PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS:**

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, climb, pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must be physically fit and able to withstand various weather conditions. The employee must occasionally lift and/or move up to 50 pounds. Specific vision

abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Work is performed in both an indoor and outdoor setting; exposure to adverse weather conditions will be common.

***Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures***

***External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request.***