

POSITION TITLE:	R & D Technician	CLASSIFICATION:	
PROGRAM AREA:	Science Division	STO N15	
UNIT:	Research, Evaluation and Development Section	LOCATION:	Abbotsford
SUPERVISOR'S TITLE:	Senior R & D Biologist	SUPERVISOR'S CLASSIFICATION:	Biologist N27
		LOCATION:	Vancouver

PROGRAM

The Freshwater Fisheries Society of BC (FFSBC) is an independent, non-profit organization governed by a Board of Directors. Under its Constitution the FFSBC has a mandate to deliver a wide range of fisheries management services and programs focused on recreational fisheries development, fish conservation, fish science and research, public education and the development and marketing of freshwater sport fishing in BC. For further information, please review our website: <http://www.gofishbc.com>.

PURPOSE OF POSITION

Under the general supervision of the FFSBC R&D Biologist, the R&D Technician will be responsible for assisting senior Research Evaluation and Development Section staff with the implementation of small lake fisheries and hatchery facility research projects throughout the province. Tasks will include sampling fish populations, use and maintaining of research equipment, fish ageing techniques, and data entry.

SPECIFIC ACCOUNTABILITIES / DELIVERABLES

1. Conduct applied research and development programmes by:

- a. using proper techniques to collect basic biological data from fish used for various research projects (i.e.: length, weight, survival, sample counts, etc);
- b. demonstrating ability to use various types of fish capture techniques such as gill nets and trap nets;
- c. demonstrating ability to operate small boats in a safe manner;
- d. assisting in the collection of brood fish for egg takes and fish health sampling;
- e. collecting limnological data and water samples;
- f. demonstrating strong communication skills (i.e.: oral, written skills and inter-personal skills);
- g. entering data and preparing for report writing using Microsoft based programs.

2. Release study fish into lakes or net pens by:

- a. following proven methodologies for transporting fish species using insulated tanks, compressed oxygen cylinders and oxygen diffusers;
- b. following proper protocol for transport of dangerous goods on highway and ferries;
- c. ensuring correct fish strains, fish groups, numbers and clips for appropriate net pen or lake;
- d. recording fish mortalities, lake and tank temperatures or abnormal fish behaviour in transport tank, net pen or in lake at time fish released.

3. Maintain fish transport equipment by:

- a. disinfecting tanks, dip nets, sieves, truck or any equipment used to transfer or transport fish in order to prevent bacterial or viral contamination at and between hatchery sites;
- b. ensuring oxygen diffuser system and regulators are operating effectively.

4. Maintain fish sampling and data collection equipment by:

- a. washing, disinfecting, repairing, mending, replacing torn gill nets and trap net components;
- b. ensuring balances are working properly and calibrated before data collections;
- c. ensuring oxygen/temperature meters, pH meters are functioning properly before commencement of sampling programmes;
- d. ensuring all equipment, chemicals and materials required for blood sampling are in adequate supply and working properly;
- e. preparing equipment and appropriate sets of waterproof data sheet forms for fish sample recording and data collections.

5. Provide technical assistance to the Fish Culture Section Biological Support Unit by:

- a. conducting literature searches and obtaining or requesting reprints of research publications;
- b. assisting in fish sampling and data collection/analysis programmes.

FINANCIAL RESPONSIBILITY

Responsible for transaction card purchases with spending limits of \$1,000 monthly and \$500 per transaction.

DIRECT SUPERVISION

Role	# of Regular FTE's	# of Auxiliary FTE's
Directly supervises staff	0	0
Supervises staff through subordinate supervisors	0	0

PROJECT /TEAM LEADERSHIP OR TRAINING

Role	# of FTE's	Role	# of FTE's
Supervises students or volunteers <input type="checkbox"/>		Provides formal training to other staff <input type="checkbox"/>	
Lead project teams <input type="checkbox"/>		Assigns, monitors and examines the work of staff <input type="checkbox"/>	

TOOLS / EQUIPMENT

- Computer and office equipment.
- Various power tools, all equipment related to fish rearing/liberation, various lab equipment, variety of vehicles, trailers, boats, including 5-ton trucks.
- Operation of 4x4 vehicles, over head vehicle boat loader and truck winch.

WORKING CONDITIONS

- Must be physically fit and able to work in all indoor and field conditions including:
 - outdoors in the field in all weather conditions and at field stations;
 - on lakes and rivers in various types of watercraft; and
 - inside all areas of a hatchery (being familiar with all safety regulations and fish health protocols).
- Required to work some irregular hours and workdays, including weekends.
- Required to work alone at times, on directed tasks.
- Required to make minor purchases of supplies and equipment.

PREPARED BY

NAME: Adrian Clarke	DATE: August 12, 2008
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EXCLUDED MANAGER AUTHORIZATION

I confirm that:

1. The accountabilities / deliverables were previously assigned to this position.
2. The information in this position description reflects the actual work performed.
3. A copy has / will be provided to the incumbent(s).

NAME: Bryan Ludwig

SIGNATURE:

DATE: August 12, 2008

SELECTION CRITERIA

Education and related experience:

- BSc. or technical diploma in fisheries resource management, zoology or other related field
- 2 years directly related experience
- Related Experience includes: planning and organization of field activities, use of fish capture / release techniques, fish culture techniques, working in isolated areas under various weather conditions, and other fisheries related work.
- An equivalent combination of education, training and experience may be considered.

Knowledge:

- Knowledge of salmonid culture techniques.
- Knowledge of salmonid fish health risks and procedures to reduce or prevent pathogen outbreaks.
- General knowledge of biology and scientific methods.
- Knowledge of appropriate emergency response procedures for critical life support systems.
- Knowledge of applicable Occupational Health and Safety regulations and safe work procedures.
- Knowledge of basic computer programs including Word, Excel and email.

Skills and Abilities:

- Ability to work independently and as a member of a working team.
- Ability to work in challenging outdoor environmental conditions for long hours.
- Ability to participate effectively in field projects including brood capture, egg collection and fish liberations.
- Ability to communicate effectively (i.e.: oral, written skills and inter-personal skills).
- Ability to manage financial responsibility within spending limits.
- Ability to operate basic computer programs including Word, Excel and e-mail.

COMPETENCIES

Core Competencies

- **Adaptability** - personal willingness and ability to effectively work in, and adapt to change.
- **Client Focus** - understanding and meeting or exceeding client needs. Clients are those groups or individuals, internal or external who use the organization's products and/or services.
- **Communication** - clearly conveying and receiving messages to meet the needs of all. This may involve listening, interpreting, formulating and delivering: verbal, non-verbal, written, and/or electronic messages.
- **Problem Solving and Judgment** - ability to assess options and implications, in order to identify a solution.
- **Results Orientation** - knowing what results are important, focusing resources to achieve them in alignment with the goals of the organization.
- **Teamwork** - working co-operatively and productively with others to achieve results.
- **Innovation** - using original and creative thinking to make improvements and/or develop and initiate new approaches.