COMMONWEALTH OF PENNSYLVANIA
invites applications for:

Fisheries Biologist 3

PA pennsylvania

The Commonwealth of Pennsylvania is proud to be an equal opportunity employer supporting workplace diversity.

SALARY:	$56,059.00 - $85,125.00 Annually
JOB TYPE:	Civil Service Permanent Full-Time
DEPARTMENT:	Fish & Boat Commission
LOCATION:	Forest County
OPENING DATE:	04/12/19
CLOSING DATE:	04/26/19 11:59 PM
JOB CODE:	14770
POSITION NUMBER:	00081526
BARGAINING UNIT:	B3
PAY GROUP:	ST08
BUREAU/DIVISION:	Fb Fshres Mgmt Ara 2
WORKSITE ADDRESS:	172 Fish Hatchery Lane
CITY:	Tionesta
ZIP CODE:	16353
CONTACT NAME:	Colleen Henning
CONTACT PHONE:	717-705-7826
CONTACT EMAIL:	chenning@pa.gov

THE POSITION:

The Pennsylvania Fish and Boat Commission is seeking to fill a full-time, permanent Fisheries Biologist 3 position with Fisheries Management Area 2, Tionesta in Forest County. The Fisheries Biologist 3 is a professional position requiring a dedicated, hard-working individual with a passion for fisheries management.

IMPORTANT: YOU MUST APPLY TO THIS VACANCY POSTING, MEET ELIGIBILITY REQUIREMENTS, COMPLETE THE SUPPLEMENTAL QUESTIONS AND RECEIVE A SCORE. YOUR SCORE IS ONLY VALID FOR THIS SPECIFIC VACANCY. ONCE THIS POSITION IS FILLED, YOUR SCORE IS NO LONGER VALID.

Full-time employment

DESCRIPTION OF WORK:

This position is responsible for implementation and supervision of all fisheries management activities in Fisheries Management areas 1 and 2. Area 1 is defined as the Lake Erie watershed and the portion of the upper Ohio River basin to include the Shenango River, Beaver River, and Slippery Rock Creek

basins; specifically, sub-basin 15 and sub-sub-basins 20 A-C. Area 2 is defined as the upper Allegheny River basin; specifically, sub-basins 16 and 17. Performance of duties in this capacity form the basis for the protection, conservation, and enhancement of the Commonwealth's angling opportunities and aquatic resources in northwest Pennsylvania.

Prepares annual work plans including a list of waters where data collection is to occur, the types of assessment planned, sampling and reporting schedules, etc. Works independently in the conduct of field investigations and studies documenting the biological, chemical, physical, and social attributes of various fisheries for purposes of formulating and updating management plans; establishing benchmark statistics for decision making; assessing management techniques including stocking, regulations, habitat management and protection; and informing and educating the public on issues related to fisheries management. Responsible for sampling, data management, and reporting according to Fisheries Management Division protocols. Prepares or approves and submits final scientific reports including data analysis and interpretation, conclusions, and recommendations for Division Chief approval. Has considerable latitude developing annual stocking requests and preparing annual, quarterly and/or special reports. Makes day to day decisions with respect to setting priorities and directing field operations at the Area level.

Performs the full range of supervisory duties and responsibilities for lower level professional and technical fisheries workers. Supervises, trains, and mentors lower level fisheries workers engaged in documenting the quality and quantity of fisheries in watersheds and organizing data for the preparation of technical reports from fieldwork and studies.

REQUIRED EXPERIENCE, TRAINING & ELIGIBILITY:

Qualifications:

- Must meet PA residency requirement
- **Minimum Experience and Training Requirements:** One year of experience as a Fisheries Biologist 2; **OR** Two years of professional experience conducting fish studies, fish investigations, or fish research and a bachelor's degree in a biological science that includes or is supplemented by 12 credits in fish biology, fish ecology, fisheries management, ichthyology, fish culture, fish physiology, fish pathology, limnology, aquatic ecology, aquatic entomology, water quality or other course closely related to fisheries science or aquatic ecology; **OR** An equivalent combination of experience and training that includes a bachelor's degree in a biological science that includes or is supplemented by 12 credits in fish biology, fish ecology, fisheries management, ichthyology, fish culture, fish physiology, fish pathology, limnology, aquatic ecology, aquatic entomology, water quality or other course closely related to fisheries science or aquatic ecology.
- **Necessary Special Requirement:** Possession of valid Pennsylvania Class C Driver's License
- Must be able to perform essential job functions

Veterans: Pennsylvania law (51 Pa. C.S. §7103) provides employment preference for qualified veterans for appointment to many state and local government jobs. To learn more about employment preferences for veterans, visit our website at www.employment.pa.gov, or contact us at ra-cs-vetpreference@pa.gov.

EXAMINATION INFORMATION:

- **Score valid for this specific posting only**
- Score based on information reported on application and supplemental questions
- Provide complete and accurate information or:
  - score may be lower than deserved
  - application processing may be delayed
  - disqualification may result
- May only test once under this announcement
- Email notice of test results provided

Further information on testing, assistance for persons with disabilities, veterans' preference, and other items can be obtained from:
Harrisburg: 2nd Level, Strawberry Sq. Complex, 320 Market St., P.O. Box 569, Hbg., 17108-0569; Telephone (717) 783-3058
Philadelphia: 110 North 8th St., Suite 503, Phila., 19107; Telephone (215) 560-2253
Pittsburgh: 411 Seventh Ave., Room 410, Pgh., 15219; Telephone (412) 565-7666
Telecommunications Relay Service (TRS): 711 (hearing and speech disabilities or other individuals)
Internet: https://www.employment.pa.gov/Additional%20Info/Pages/default.aspx

APPLICATIONS MAY BE FILED ONLINE AT: Position #CS-20190747-14770
http://www.employment.pa.gov   FISHERIES BIOLOGIST 3
                                                                   CD

OUR OFFICE IS LOCATED AT:
613 North Street
Harrisburg, PA 17120

jobs@pa.gov

An Equal Opportunity Employer

Fisheries Biologist 3 Supplemental Questionnaire

*   1. Do you have one year of experience as a Fisheries Biologist 2 while employed by the Commonwealth of PA?

      ❏ Yes
      ❏ No

*   2. CS-MET 1 If you are claiming experience in the above question, please list the employer(s) where you gained this experience in the text box below. The employer(s) and a description of the experience <u>must</u> also be included in the appropriate sections of your application if you would like the experience to be considered in the eligibility decision. If you claimed you do not have experience, type N/A in the text box below.

*   3. Have you completed 12 credits of college coursework in fish biology, fish ecology, fisheries management, ichthyology, fish culture, fish physiology, fish pathology, limnology, aquatic ecology, aquatic entomology, water quality or other course closely related to fisheries science or aquatic ecology? If 'Yes', you must attach your transcripts for this education to be considered in the eligibility decision. You must attach your transcripts prior to the submission of your application by using the 'Attachments' tab on the left. You will not be able to add transcripts to the application after it has been submitted.

      ❏ Yes
      ❏ No

*   4. Do you have at least 2 years of professional experience conducting fish studies, fish investigations or fish research?

      ❏ Yes
      ❏ No

*   5. CS-MET 1 If you are claiming experience in the above question, please list the employer(s) where you gained this experience in the text box below. The employer(s) and a description of the experience <u>must</u> also be included in the appropriate sections of your application if you would like the experience to be considered in the eligibility decision. If you claimed you do not have experience, type N/A in the text box below.

*   6.
      You must complete the supplemental questions below. These supplemental questions are the exam and will be scored. They are designed to give you the opportunity to relate your experience and training background to the major activities (Work Behaviors) performed in this position. Failure to provide complete and accurate information may delay the processing of your application, or result in a lower-than-deserved score or disqualification. You may attach a resume, but you <u>must</u> also complete the application <u>and</u> answer the supplemental questions.

      All information you provide on your application and supplemental questions is subject to verification. Any misrepresentation, falsification or omission of material facts is subject to penalty. If requested, you must provide documentation, including names,

addresses, and telephone numbers of individuals who can verify the validity of the information you provide in the application and supplemental questions.

Read each work behavior carefully. Determine and select which "Level of Performance" most closely represents your highest level of experience/training. List the employer(s)/training source(s) from your Work or Education sections of the application where you gained this experience/training. The "Level of Performance" you choose for each work behavior must be clearly supported within the description of the experience and training information entered in your application or your score may be lowered. In order to receive credit for experience, you must have worked in a job for at least six months in which the experience claimed was a major function.

If you have read and understand these instructions, please click on the "Yes" button and proceed to the exam questions.

❏ Yes

* 7. **WORK BEHAVIOR 1 –Field Investigations**

Investigates, analyzes, and quantifies the biological, chemical, physical, and social attributes of fisheries in streams, rivers and impoundments. Makes recommendations regarding the need for manipulations (e.g., regulatory actions, fish stocking, habitat modifications, public outreach) of fish populations, their habitats and their users to meet desired objectives. Evaluates the success, failure, progress, or acceptance of fisheries manipulations.

Levels of Performance

Select the "Level of Performance" which best describes your claim.

❏ A. I have experience investigating, analyzing and quantifying the biological, chemical, physical, and social attributes of fisheries in streams, rivers and impoundments. I make recommendations regarding the need for manipulations (e.g., regulatory actions, fish stocking, habitat modifications, public outreach) of fish populations, their habitats and their users to meet desired objectives. I evaluate the success, failure, progress, or acceptance of fisheries manipulations.
❏ B. I have experience investigating, analyzing and quantifying the biological, chemical, physical, and social attributes of fisheries in streams, rivers and impoundments. I DO NOT make recommendations regarding the need for manipulations (e.g., regulatory actions, fish stocking, habitat modifications, public outreach) of fish populations, their habitats and their users to meet desired objectives. I DO NOT evaluate the success, failure, progress, or acceptance of fisheries manipulations.
❏ C. I have completed coursework or training related to this work behavior such as Fisheries Science, Fisheries Management, Aquatic Ecology, etc.
❏ D. I have NO experience or training related to this work behavior.

* 8. In the text box below, please provide details concerning your experience as it relates to the level of performance you claimed above. Make sure your response addresses the three items listed below. If you claimed you have no work experience related to this work behavior, type N/A in the text box below.

    1. The name of the employer(s) where you gained this experience
    2. The types of recommendations you made related to manipulations
    3. Your findings related to evaluations of fisheries manipulations

* 9. CS-EDUCATION If you have selected the level of performance pertaining to college coursework, please provide your responses to the three items listed below. If you indicated you have no education/training related to this work behavior, type N/A in the text box below.

    1. College/University
    2. Course Title
    3. Credits/Clock Hours

* 10. **WORK BEHAVIOR 2- Fish Populations**

Samples fish populations using a variety of active and passive sampling gears and techniques including boat, towed boat, and backpack electrofishing; trap nets; hoop nets; gill nets; and seines in lotic and lentic waters. Uses dichotomous keys, reference collections, and other resources to identify aquatic organisms. Estimates and analyzes abundance, age and growth, and size and weight data of fish populations.

Levels of Performance

Select the "Level of Performance" which best describes your claim.

❏ A. I have experience sampling fish populations using a variety of active and passive sampling gears and techniques including boat, towed boat, and backpack electrofishing; trap nets; hoop nets; gill nets; and seines in lotic and lentic waters. I use dichotomous keys, reference collections, and other resources to identify aquatic organisms. I estimate and analyze abundance, age and growth, and size and weight data of fish populations.

❏ B. I have experience sampling fish populations using a variety of active and passive sampling gears and techniques including boat, towed boat, and backpack electrofishing; trap nets; hoop nets; gill nets; and seines in lotic and lentic waters. I use dichotomous keys, reference collections, and other resources to identify aquatic organisms. I DO NOT ESTIMATE AND ANALYZE abundance, age and growth, and size and weight data of fish populations.

❏ C. I have completed coursework or training related to this work behavior such as Fisheries Management, Fish Biology, Ichthyology, etc.

❏ D. I have NO experience or training related to this work behavior.

* 11. In the text box below, please provide details concerning your experience as it relates to the level of performance you claimed above. Make sure your response addresses the two items listed below. If you claimed you have no work experience related to this work behavior, type N/A in the text box below.

     1. The name(s) of the employer(s) where you gained this experience
     2. The types of information related to fish populations that you estimated and analyzed

* 12. CS-EDUCATION If you have selected the level of performance pertaining to college coursework, please provide your responses to the three items listed below. If you indicated you have no education/training related to this work behavior, type N/A in the text box below.

     1. College/University
     2. Course Title
     3. Credits/Clock Hours

* 13. **WORK BEHAVIOR 3 – Data**

Collects, records, and formats data neatly and logically during field investigations. Manages and develops spreadsheets, enters into databases, and analyzes fisheries data collected during field investigations including statistical analysis, and graphical and tabular representation of data. Provides data to appropriate commissions, agencies and organizations, and the public as needed.

Levels of Performance

Select the "Level of Performance" which best describes your claim.

❏ A. I have experience collecting, recording and formatting data neatly and logically during field investigations. I manage and develop spreadsheets, enter into databases, and analyze fisheries data collected during field investigations including statistical analysis, and graphical and tabular representation of data. I provide data to appropriate commissions, agencies and organizations,

and the public as needed.

❏ B. I have experience collecting, recording and formatting data neatly and logically during field investigations. I manage and develop spreadsheets and enter into databases. I provide data to appropriate commissions, agencies and organizations, and the public as needed. I DO NOT ANALYZE fisheries data collected during field investigations including statistical analysis, and graphical and tabular representation of data.

❏ C. I have completed coursework or training related to this work behavior such as statistics, data analysis, computer science, etc.

❏ D. I have NO experience or training related to this work behavior.

* 14. In the text box below, please provide details concerning your experience as it relates to the level of performance you claimed above. Make sure your response addresses the two items listed below. If you claimed you have no work experience related to this work behavior, type N/A in the text box below.

1. The name(s) of the employer(s) where you gained this experience
2. The types of fisheries data analysis you conducted.

* 15. CS-EDUCATION If you have selected the level of performance pertaining to college coursework, please provide your responses to the three items listed below. If you indicated you have no education/training related to this work behavior, type N/A in the text box below.

1. College/University
2. Course Title
3. Credits/Clock Hours

* 16. **WORK BEHAVIOR 4- Oral Communication**

Orally presents the results from fisheries investigations to a variety of audiences and stakeholders including sometimes complex and/or controversial information pertaining to fisheries.

Levels of Performance Select the "Level of Performance" which best describes your claim.

❏ A. I have experience orally presenting the results from fisheries investigations to a variety of audiences and stakeholders including sometimes complex and/or controversial information pertaining to fisheries.

❏ B. I have experience orally presenting to a variety of audiences. The material I presented was NOT related to fisheries investigations.

❏ C. I have completed coursework or training related to this work behavior such as public speaking, speech, communications, thesis defense, etc.

❏ D. I have NO experience or training related to this work behavior.

* 17. In the text box below, please provide details concerning your experience as it relates to the level of performance you claimed above. Make sure your response addresses the two items listed below. If you claimed you have no work experience related to this work behavior, type N/A in the text box below.

1. The name(s) of the employer(s) where you gained this experience
2. The topics of the presentations that you orally presented

* 18. CS-EDUCATION If you have selected the level of performance pertaining to college coursework, please provide your responses to the three items listed below. If you indicated you have no education/training related to this work behavior, type N/A in the text box below.

1. College/University

    2. Course Title
    3. Credits/Clock Hours

* 19. **WORK BEHAVIOR 5- Written Communication**

Prepares materials for publication in scientific journals, technical reports, and popular media detailing results and conclusions from fisheries fieldwork and other related scientific investigations.

Levels of Performance

Select the "Level of Performance" which best describes your claim.

❏ A. I have experience preparing materials for publication in scientific journals, technical reports, and popular media detailing results and conclusions from fisheries fieldwork and other related scientific investigations. I was responsible for the COMPLETE document.

❏ B. I have experience preparing PORTIONS OR SECTIONS of materials for publication in scientific journals, technical reports, and popular media detailing results and conclusions from fisheries fieldwork and other related scientific investigations. I was NOT responsible for the entire document.

❏ C. I have completed coursework or training related to this work behavior such as scientific writing, technical writing, report writing, etc.

❏ D. I have NO experience or training related to this work behavior.

* 20. In the text box below, please provide details concerning your experience as it relates to the level of performance you claimed above. Make sure your response addresses the two items listed below. If you claimed you have no work experience related to this work behavior, type N/A in the text box below.

    1. The name(s) of the employer(s) where you gained this experience
    2. The types of written materials you were responsible and your level of responsibility

* 21. CS-EDUCATION If you have selected the level of performance pertaining to college coursework, please provide your responses to the three items listed below. If you indicated you have no education/training related to this work behavior, type N/A in the text box below.

    1. College/University
    2. Course Title
    3. Credits/Clock Hours

* 22. **WORK BEHAVIOR 6- Serves on Committees**

Serves on interagency technical committees by participating in meetings and conference calls to technically review, comment and discuss regulations, harvest, sampling techniques, stock assessments, among other fisheries issues. Serves on agency work groups to discuss specific fisheries management issues and formulate plans to address those issues.

Levels of Performance

Select the "Level of Performance" which best describes your claim.

❏ A. I have experience serving on interagency technical committees by participating in meetings and conference calls to technically review, comment and discuss regulations, harvest, sampling techniques, stock assessments, among other fisheries issues. I serve on agency work groups to discuss specific fisheries management issues and formulate plans to address those issues.

❏ B. I have experience serving on interagency technical committees by participating in meetings and conference calls and I serve on agency work groups to discuss management issues and formulate plans. This committee work was NOT related to fisheries management.

❏ C. I have completed coursework or training related to this work behavior such as Fisheries Management, Fisheries Science, Aquatic Ecology, etc.

❏ D. I have NO experience or training related to this work behavior.

* 23. In the text box below, please provide details concerning your experience as it relates to the level of performance you claimed above. Make sure your response addresses the two items listed below. If you claimed you have no work experience related to this work behavior, type N/A in the text box below.

    1. The name(s) of the employer(s) where you gained this experience
    2. The types of technical committees and work groups you served on

* 24. CS-EDUCATION If you have selected the level of performance pertaining to college coursework, please provide your responses to the three items listed below. If you indicated you have no education/training related to this work behavior, type N/A in the text box below.

    1. College/University
    2. Course Title
    3. Credits/Clock Hours

* 25. **WORK BEHAVIOR 7 –Supervision**

Supervises professional personnel which involves assigning and reviewing work, approving inspection reports, providing guidance, training subordinates or arranging for the training of subordinates, evaluating work, providing discipline, monitoring and approving leave and performing the full range of supervisory duties.

Levels of Performance

Select the "Level of Performance" which best describes your claim.

❏ A. I have experience SUPERVISING personnel which involves assigning and reviewing work, approving reports, providing guidance, training subordinates or arranging for the training of subordinates, evaluating work, providing discipline, monitoring and approving leave and performing the full range of supervisory duties.

❏ B. I have experience as a LEAD WORKER to other staff on specific projects or assignments, providing guidance and direction in techniques used in performing work.

❏ C. I have completed coursework or training related to this work behavior such as supervision, performance evaluation, staff development or training, etc.

❏ D. I have NO experience or training related to this work behavior.

* 26. In the text box below, please provide details concerning your experience as it relates to the level of performance you claimed above. Make sure your response addresses the two items listed below. If you claimed you have no work experience related to this work behavior, type N/A in the text box below.

    1. The name(s) of the employer(s) where you gained this experience
    2. The duties you performed as a supervisor or lead worker

* 27. CS-EDUCATION If you have selected the level of performance pertaining to college coursework, please provide your responses to the three items listed below. If you indicated you have no education/training related to this work behavior, type N/A in the text box below.

1. College/University
2. Course Title
3. Credits/Clock Hours

* Required Question