



# Northwest Indian Fisheries Commission

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## VACANCY ANNOUNCEMENT

**Position:** CMER Wetland Scientist  
**Salary:** \$61,255 - \$87,306 DOQ  
**Location:** Northwest Indian Fisheries Commission  
Olympia, Washington  
**Closing Date:** August 23, 2021

**Project Duration:** This is a regular, full-time position funded through a contract with the Washington Department of Natural Resources.

**Position Description:** This position is associated with the Washington State Forest Practices Adaptive Management Program's Cooperative Monitoring, Evaluation, and Research (CMER) science team. The CMER Wetland Scientist will participate in a team-oriented research and monitoring program with a focus on evaluating the effectiveness of Washington state forest practices rules and regulations applicable to wetlands and riparian areas on forest lands. The successful applicant will be a critical member of teams developing and implementing research study designs to evaluate the effectiveness of Washington state forest practices rules and regulations applicable to wetlands in forested areas managed under the Washington state forest practices rules. As a CMER staff science representative, this scientist will serve as the principal investigator in the implementation of field studies on the effects of forest practices on wetlands, wetland buffers and wetland functions; work with the project manager and other science staff; conduct literature reviews and syntheses; be responsible for technical performance of contractors; analyze research data; and write peer-reviewed technical reports.

**Qualifications:** Master's degree in wetland science or closely related natural resource field (e.g., biology, ecology, environmental science, hydrology, geomorphology, forestry) that includes design and implementation of field study/experiment AND three years professional research work experience in wetlands-related research or closely related field. A PhD degree may substitute for the required experience provided the field of major study was in wetland research or closely related research field that emphasized principles applicable to forest wetlands research and monitoring.

The successful candidate will have and be able to demonstrate a working knowledge of:

- Freshwater wetland and riparian ecology, particularly in the areas of aquatic nutrient cycling, vegetation, soil types, hydrology, and water quality.
- Wetland delineation / evaluation / classification.
- Designing, planning, and implementing field studies in wetland environments and demonstrated ability to tease out treatment effects in highly-variable natural settings.
- Statistics, including experimental designs and generalized linear models with random effects.
- Use of GIS, GPS, and digital data collection and storage applications.
- Familiarity with freshwater fish biology and forest practices is desirable but not required.

Must be physically able to work and carry equipment, with or without accommodation, cross-country through forests without roads and trails in order to implement field studies. Able to effectively plan and organize work activities and to prioritize task completion to meet schedules and deadlines. Experience in communicating research results to the scientific community via technical reports and journal articles, publications, conference presentations and seminars, including the ability to make effective oral presentations to both scientific and non-scientific audiences. Strong interpersonal and communication skills are desired to collaborate effectively with a diverse interdisciplinary team, provide leadership, facilitate the activities of diverse groups of professional natural resource scientists, train and guide field assistants, and simplify and explain complex scientific data to a general non-scientific audience. A sense of humor is always helpful!

**Application:** Send resume and cover letter stating interest by Aug. 23, 2021 to: Wendy Bowman, HR, Northwest Indian Fisheries Commission, 6730 Martin Way East Olympia, WA 98516-5540; [wbowman@nwifc.org](mailto:wbowman@nwifc.org)

The Northwest Indian Fisheries Commission operates under Public Law 93-638 contract; Indian Preference is an employment policy. Must be eligible to work in the U.S.