

**CLASS TITLE: FISH HATCHERY PRODUCTION SPECIALIST**

Class Code: 02225400

Pay Grade: 27A

EO Code: C

**CLASS DEFINITION:**

**GENERAL STATEMENT OF DUTIES:** Within the Department of Environmental Management, to assist a superior in management and oversight of production and operation of statewide fish hatcheries for trout, salmon, anadromous, and warm-water species of fish; and to do related work as required.

**SUPERVISION RECEIVED:** Works under the general supervision of a superior with wide latitude for the exercise of initiative and independent judgment; work may be reviewed for conformance to federal and state laws, regulations and departmental policies.

**SUPERVISION EXERCISED:** Supervises the work of subordinate staff engaged in fish rearing techniques and production schedules.

**ILLUSTRATIVE EXAMPLES OF WORK PERFORMED:**

Within the Department of Environmental Management, to assist a superior in management and oversight of production and operation of statewide fish hatcheries for trout, salmon, anadromous, and warm-water species of fish.

At the most advanced skill level, to be responsible for the effective and efficient production of various species of trout, salmon, warm water and anadromous fish at fish hatcheries across the State throughout various life stages.

To set specific seasonal production targets for the hatchery such as: the desired number of eggs, fry, fingerlings, their size, species and delivery timing, and continuously plan full grow out fish productions on a yearly and on a future-needs basis.

To supervise the work of Fish Culturists in fish rearing techniques and production schedules, and monitor the reproductive characteristics of the species to assure stock maximum production.

To introduce a year-round supply of eggs which requires the manipulation of photoperiod and temperature to obtain out-of-season maturation and spawning if necessary.

To develop fish production schedules and incubator allocations for egg production and brood recruitment.

To monitor and plan for adequate safety margins, to secure a reliable and sufficient supply of good quality fish eggs.

To understand, sample, and evaluate fish rearing parameters, to effectively manage fish lots to maximize health, growth, and quality.

To report hatchery activities, fish diseases and treatments, and production studies to a superior.

To maintain internal reports of the initiation and upkeep of records of fish production.

To maintain hatchery records and complete reports, including monthly and yearly reports, feed orders, and effluent discharge permit reports, as specified by the Department, State and federal agencies.

To inform and advise a superior regarding immediate and future needs and unexpected occurrences to ensure maximum fish production capabilities.

To attend meetings and training sessions, in order to stay current on fish culture production techniques, computer technology, Department policy, and Department issues statewide.

To ensure the upkeep of all fish rearing structures, repair hatchery equipment with an emphasis on water filters, wells, enhance equipment, maintain safety measures.

To maintain buildings, perform landscaping, road repairs and plow snow.

To effectively interface with the public and participate in educational and/or outreach programs, including conducting tours and educating the public for the Division.

To load, transport and stock fish as instructed.

To do related work as required.

## **REQUIRED QUALIFICATIONS FOR APPOINTMENT:**

**KNOWLEDGE, SKILLS, AND CAPACITIES:** A thorough knowledge of all aspects of fish culture operations and techniques; a thorough knowledge of fish species requirements: egg, fry, fingerling, yearling and adults of various species of trout, Atlantic salmon, warm water and anadromous species; a thorough knowledge of laboratory procedures; a thorough knowledge of fish production goals; the ability to communicate with superiors and fisheries experts in the field of biology; the ability to work effectively with subordinate staff, and interact with the public; the ability to keep accurate records, generate reports and effectively communicate with division administration; the ability to establish and maintain effective working relationships with associates, other government officials and the general public; the ability to maintain production records, and report to a superior on a frequent basis; the ability to make basic, operator-level emergency repairs to motorized equipment; and related capacities and abilities.

## **EDUCATION AND EXPERIENCE:**

**Education:** Such as may have been gained through: a Bachelor of Science from an accredited college or university in fish culture, fisheries or a related discipline and

**Experience:** Such as may have been gained through: at least 10 years of employment in a fish production facility and progressive work experience with acquired knowledge of spawning techniques for trout, hybridized salmonids, Atlantic salmon and northern pike.

**SPECIAL REQUIREMENT:** At the time of appointment (or as specified) and continually thereafter:

1. Must be physically qualified to perform assigned duties as evidence by a physician's certificate. Must be capable of lifting heavy loads of 50+ lbs.
2. Within six (6) months of appointment, must possess and maintain a Commercial Driver's License (CDL) with a tanker endorsement issued by the Rhode Island Registry of Motor Vehicles. Must participate in the Department's drug/alcohol testing program and comply with all of its provision.

Class Created: September 3, 2017