Vacancy Announcement

Stock Identification Biologist

The Pacific Salmon Commission (PSC), an international organization responsible for transboundary salmon fisheries management in Canada and the United States, is seeking a Stock Identification Biologist for its office in Vancouver, BC. This position will be in the Fisheries Management Division, focusing on Fraser River sockeye and pink salmon.

Under the direction of the Stock Identification Manager, the incumbent will be responsible for maintaining and analyzing data. This generally entails (1) designing, developing, maintaining and analyzing spreadsheets, (2) presenting technical information to international groups of fishermen, scientists, and policy analysts, (3) assisting in the supervision of a data technician, and (4) assisting with other analyses as required. In executing their duties, the incumbent will liaise regularly with personnel from federal, provincial, state, First Nation, and U.S. tribal agencies on sensitive and technically complex issues.

Major duties and responsibilities

Under the direction of the Stock Identification Manager, in collaboration with other Fisheries Management Division staff:

1) Assist in planning biological sampling programs for pink and sockeye salmon stock identification, and liaise with external agency staff to facilitate those programs.
2) Participate collaboratively in preparing, collecting, cataloging, and processing samples and sampling material.
3) During the fishing season, prioritize samples, analyze/process data regarding stock composition and other aspects (e.g., abundance) of pink and sockeye salmon runs, and check, interpret, and integrate analytical results within a larger framework (including databases) for fisheries data management .
4) Design, develop, and maintain Excel spreadsheet solutions for efficient and repeated processing and dissemination of biological data used to provide management advice.
5) Under the direction of data owners, assist with data preparation, data mining, and error checking of historical data used to populate a set of new databases.
6) Assist in the supervision of a salmon data technician.
7) Analyze data and present results using a variety of statistical methods (e.g., summary statistics, linear regression, maximum likelihood estimation).
8) Communicate information about PSC analyses to panels consisting of industry, government, First Nation, and tribal representatives from Canada and the United States.
9) Prepare reports, presentations, and publications.
10) Assist with minutes and AV during meetings.
11) Assist supervisor with other tasks as assigned.

Salary and benefits
Salary range: $57,713 - $78,586, which is equivalent to the Canadian Public Service classification for BI-2. PSC salaries are subject to adjustment to reflect Public Service collective bargaining agreements. Interested applicants should have a flexible attitude and enjoy being part of a dynamic and progressive team in a unique international organization. Suitable applicants may also be considered for other vacancies in the PSC. The expected start date for this position is May 22, 2017 or shortly thereafter. If interested, please forward a cover letter, résumé, and three references by Wednesday April 19, 2017 to Ms. Julie Ehrmantraut at ehrmantraut@psc.org. Candidates selected for an interview can also expect a skill test as part of the selection process.

Minimum Qualifications

1. Degree in biology, resource management, or related field.
2. Training and experience in application of frequentist and/or Bayesian statistical analyses.
3. Expertise organizing and managing data with Microsoft Excel, including spreadsheet design, formatting, functions, links (with other Excel files and Access databases), and VBA programming.
4. Proficiency in Microsoft Office (Word, Excel, PowerPoint, Access) and R.
5. Strong interpersonal and presentation skills.
6. Excellent organization and communication skills.
7. Demonstrated ability to work efficiently, prioritize, delegate tasks, and make sound decisions quickly while under time constraints on multiple projects.
8. A high degree of adaptability, tact, and ability to cooperate in diverse groups.
9. Willingness to advance current skills.
10. Valid passport and ability to cross the U.S./Canadian border.

Advantages

1. Post-graduate degree or experience developing and completing a multi-faceted, collaborative, technical or research project.
2. Experience with genetic stock identification and with additional kinds of classification analysis (discriminant analysis, cluster analysis, classification and regression trees, logistic regression, etc.).
3. Study of variation among biological populations and knowledge of salmonid biology.
4. Experience and knowledge regarding fisheries management activities.
5. Theoretical and practical understanding of relational databases.
6. Programming skills (including R) for statistical summaries, analyses, simulations, and optimization.