

NATURAL RESOURCES SUPERVISOR - FISH HATCHERY

KIND OF WORK

Entry level supervision of a fish hatchery operation.

NATURE AND PURPOSE

Under limited supervision, perform supervision and management of a fish hatchery: direct all aspects of fish culture operations; administrative operations; maintenance of buildings, grounds, and equipment; interpretation/education aspects of a hatchery; and supervision of personnel of a cold water fish hatchery.

This class differs from Natural Resources Program Supervisor Senior Fish Hatchery class in that it does not supervise supervisors and is only responsible for a single hatchery. It differs from NR Specialist Fisheries positions in having overall responsibility for a hatchery rather than assisting in hatchery operations.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned.)

Directs and supervises coldwater fish production at a hatchery so quotas are met by allocating rearing space based on species, size and numbers; calculating food levels and growth rates; evaluating hatchery and fish performance; ordering fish food; recognizing disease symptoms; calculating dosage rates for treatment of disease and providing treatment; maintaining records; and coordinating the transport and stocking of fish. Also feeds fish, cleans raceways, and conducts spawn taking operations.

Supervise a unit/section to ensure the effective allocation of human resources by interviewing, recommending selection of staff affirmatively, assigning, scheduling, directing, evaluating work performance, training or recommending specific training, recommending achievement awards, and disciplining subordinate staff.

Manage the hatchery budget to meet quotas within budgetary constraints by submitting annual and long range budgets, purchasing supplies, submitting requisitions, and maintaining records.

Direct maintenance and development activities of a hatchery so fish culture programs can be accomplished and quotas met by supervising the maintenance of equipment, grounds, and buildings by inspecting for hazards, by planning for future needs of the hatchery, and by keeping records.

Communicates information on fisheries programs to increase the public's awareness and knowledge by preparing and presenting programs to individuals and groups; scheduling and leading guided tours, and providing written or verbal information to media as warranted.

Plans, implements, and directs a brood stock breeding plan based on genetic stability of the stock to provide the best qualities of existing strains of fish, consistency of product, and long term stability of the strain for statewide stocking programs.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Human resource policies, procedures, and labor contracts sufficient to establish priorities, make work assignments and approve the completed work of a large to moderate-sized group of professional, technical, and clerical employees.

Fish hatchery management, coldwater culture, fish transport, feed projection, ecology, and aquatic biology, sufficient to raise fish to meet quotas.

Fish genetics, brood identification, and spawning methods.

Mechanical operations and equipment sufficient to effect minor repairs and keep mechanical systems operating efficiently.

Carrying capacities of ponds and raceways, flow indexes, oxygen needs, fish health and nutrition management, waste water management, water chemistry, and microscopy sufficient to maximize production and meet quotas.

DNR fisheries programs, policies, procedures sufficient to apply them and communicate them to the public.

Statistics sufficient to analyze data on hatchery fish and determine the number and size of fish that will be available for stocking.

Ability to:

Supervise subordinate staff including hiring, assignment and evaluation of work, performance appraisals, discipline, etc.

Calculate fish growth rates and feed requirements.

Maintain records, maintain and oversee maintenance and repair of machinery.

Use computers, including knowledge of programming language, databases, spreadsheets, and word processing, sufficient to enter and analyze data.

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Class Specification

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Occasionally lift articles such as a maximum 50 pound bags of feed and frequent lifting and/or carrying of objects such as heavy tools and file boxes.

Communicate orally and in written form with the public, peers, and supervisors.

Read blueprints sufficient to implement new construction and remodeling projects.

Obtain a Class D Drivers license and a Class B Minnesota driver's license.

Est.: 08/30/00

Rev.:

Ckd.:

T.C.:

Former Title(s):