



Genwest Systems, Inc.
P.O. Box 397, Edmonds, WA
98020-0397 Ph: 425-771-2700
Fax: 425-672-8471
www.genwest.com

Genwest Systems, Inc. is an equal opportunity employer information management and consulting firm headquartered in Edmonds, Washington. Since its inception, Genwest has been a recognized leader in the design and implementation of information systems and solutions. We depend on a diverse team of talented staff to design, develop, and deploy information solutions for our clients. Genwest is accepting applications for a **Fisheries Scientist**. This position will support our clients at the National Oceanic & Atmospheric Administration (NOAA), National Marine Fisheries Service (NMFS) West Coast Region (WCR) to conduct Scientific Analyses of Harvest Management.

LOCATION:

This position will be primarily remote supporting the NMFS WCR staff working from NOAA offices in Seattle and Lacey, WA and Portland, Oregon.

BACKGROUND:

Over the next several years, state, tribal and federal managers will negotiate new harvest and hatchery plans for Puget Sound Chinook and steelhead, modifications to harvest management frameworks for California Chinook salmon stocks and implement provisions of the harvest management plans for U.S. v Oregon and the 2019 Pacific Salmon Treaty Agreement and negotiate new ones. These plans and frameworks include fisheries along the full migration corridor for salmon stocks returning to Puget Sound, the Columbia River and north/central California.

POSITION DUTIES:

The applicant will assist with plans for assessment of the adequacy of the agreements under section 10, section 7(a)(2), or Limits 4, 5 or 6 of the salmon and steelhead rule under section 4(d) of the Endangered Species Act (ESA). The plans will also require assessment under the National Environmental Policy Act (NEPA). Tasking may require assembling information on species status and life history specific to the stocks at issue using the Viable Salmonid Population framework, and technical analysis including trend analysis and risk assessment.

TASKS:

Primary Tasks: Provide technical analysis and scientific writing services to NMFS's Sustainable Fisheries Division (SFD). These tasks may involve some statistical analysis (e.g., trend analysis and risk assessment). Actions under evaluation shall include management strategies proposed by state and tribal managers and alternatives strategies developed as part of associated NEPA evaluation as required (e.g., comparison of exploitation rate, escapement goal based and hybrid fishery management strategies). Executing these tasks will require close coordination with SFD staff, general counsel, and NEPA staff in the NMFS WCR regional offices in Seattle and Lacey, Washington and Portland, Oregon who are familiar with the scope and content of the proposed harvest strategies and management plans. This coordination will necessitate frequent contact with the project specific NMFS Project Leaders via email, phone, or virtual meeting. The primary tasks include:



Genwest Systems, Inc.
P.O. Box 397, Edmonds, WA
98020-0397 Ph: 425-771-2700
Fax: 425-672-8471
www.genwest.com

1. Evaluation and assessment under sections 7(a)(2), 10(a)(1) or limits 4, 5, 6 or the Tribal Resource Management Plan of the salmon and steelhead 4(d) Rule of the ESA of fishery and hatchery management frameworks for ESA-listed Puget Sound, Columbia River and California salmon stocks.
2. Evaluation and assessment under limit 6 of the salmon and steelhead ESA 4(d) Rule of a new Puget Sound Chinook Harvest Management Plan.
3. Completion of NEPA documents associated with these projects or close coordination with other contractors.
4. Assist NMFS staff as requested on work related to implementation of provisions of the 20182027 US v Oregon Agreement and the 2019-2028 Pacific Salmon Treaty Agreement.
- 5.

Related Tasks: These core or primary tasks are expected to include or require but are not necessarily limited to the following supporting tasks and deliverables including:

- Development of project work plan and schedule for each project. Weekly check-ins with the designated NMFS SFD Team Lead(s). Coordination calls and meetings as necessary with Project Team members or as directed by the NMFS SFD Team Lead(s).
- Following guidance from the designated NMFS SFD Team Lead and working with the Project Team, completion of draft and final versions of ESA effects evaluation and determination documents for fishery management plans and/or hatchery management plans for ESA-listed Puget Sound, Columbia River and California salmon and steelhead species that meet the requirements of the sections 7(a)(2), 10(a)(1) or limits 4,5 or 6 of the salmon and steelhead 4(d) Rule of the ESA. This task includes following NMFS' internal review and QA/QC protocols.
- Following guidance from the designated NMFS SFD Team Lead and coordination with Regional NEPA staff, complete draft and final versions of NEPA documents for fishery management plans and/or hatchery management plans for ESA-listed Puget Sound, Columbia River and California salmon and steelhead species, and other related documents as assigned. This task includes following NMFS' internal review and QA/QC protocols.
- Following guidance from the designated NMFS SFD Team Lead and NEPA Coordinator , and working with the Project Team, revise the documents described in Tasks 1-4 based on review comments received from WCR NMFS and General Counsel staff, technical comments received from the tribes and states, and based on substantive public review comments to complete final versions of the ESA, NEPA and other associated documents.

Deliverables

- Deliver final and draft ESA documentation including the data, methods and results of the effects analyses, and discussion of those results as required under the applicable section of the ESA.
- Deliver final and draft documentation (EAs or EIS' determined by scoping) including the data, methods and results of the effects analyses, and discussion of those results as required under the NEPA consistent with the direction received from the NMFS SFD Team Leader and as coordinated with the assigned WCR Regional NEPA coordinator.



Genwest Systems, Inc.
P.O. Box 397, Edmonds, WA
98020-0397 Ph: 425-771-2700
Fax: 425-672-8471
www.genwest.com

QUALIFICATIONS:

The successful candidate will be expected to demonstrate the listed qualifications in their resume and interview:

Required Qualifications:

- Bachelor's degree and 3 years relevant experience in fisheries, marine or environmental sciences and:
- Knowledge of the various laws pertaining to management of the fishing industry, including the Magnuson-Stevens Fishery Conservation and Management Act, the National Environmental Policy Act, Marine Mammal Protection Act.
- Knowledge of the Endangered Species Act regarding activities affecting Pacific salmon and steelhead, and their habitat.
- Experience in preparing NEPA analytical documents such as Categorical Exclusions (CEs)/Findings of No Significant Impact (FONSI's), Environmental Assessments (EAs), Environmental Impact Statements (EISs). Experience in preparing fishery management analytical documents that articulate policy considerations and alternative approaches to addressing issues, supported by the best available science (2 to 3 years experience preferred).
- Experience conducting technical analyses and assessment for anadromous salmonids, particularly related to assessment of harvest management actions on Pacific Northwest salmon and steelhead.
- Technical writing experience completing analyses and concise reports addressing Pacific Northwest anadromous salmon and their habitat.
- Ability to communicate effectively with a variety of individuals.
- Ability to articulate biological and policy information on technical findings to both technical and nontechnical audiences in both oral and written word formats (2 to 3 years experience preferred).
- Experience performing ESA Section 7,10, or 4(d) consultations.
- Knowledge of the fisheries management frameworks in the Pacific Northwest Region.
- Ability to work independently, and be solution-oriented.
- Strong verbal, writing, and organizational skills.
- History of success in team-based project execution, working as both lead and contributor on diverse multi-disciplinary teams.
- Demonstrated flexible and proactive approach to problem solving - working beyond immediate obstacles to identify and collaboratively define and implement solutions.
- Demonstrated ability to plan and execute long term projects, including setting timelines and milestones, balancing priorities.

COMPENSATION:

Compensation will be determined based on the experience and qualifications of the successful applicant in combination with contract budget. The wage range is anticipated to be roughly \$68,000 to \$80,000 on an annualized basis, depending on candidate qualifications and client budget. The position is also eligible for a full-time benefit package that includes health insurance, paid personal and holiday leave, 401(k)



Genwest Systems, Inc.
P.O. Box 397, Edmonds, WA
98020-0397 Ph: 425-771-2700
Fax: 425-672-8471
www.genwest.com

program eligibility, and employee disability and life insurance.

TO APPLY:

Please email a cover letter (optional), resume (less than 4 pages), and 3 references to hr@genwest.com. Please include these materials in a single .pdf (Adobe Acrobat) attachment with your name included in the .pdf file name. Also, please include the words, "**Fisheries Scientist**" in the subject line of your email.

Applicants selected for interviews will be contacted via email. **The position will remain open until filled, with priority given to applications received before October 16, 2024.**