



## **Arkansas Game and Fish Commission Employment Job Posting**

### **BLACK BASS PROGRAM COORDINATOR - AGFC BIOLOGIST PROGRAM SPECIALIST**

**POSITION NO: 22144346**

#### **POSTING INFORMATION:**

Advertisement Opens: Sept. 15, 2020

Advertisement Closes: Oct. 2, 2020

Full Time: Yes

Salary: \$54,021.00 - \$54,021.00 Annually

#### **POSTING REQUIREMENTS:**

##### Minimum Education and/or Experience:

The formal education equivalent to a bachelor's degree in biology, zoology, botany, or a related field; plus three years of experience in wildlife management or a related field.

OTHER JOB-RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE HUMAN RESOURCES CHIEF.

##### Preferred Education and/or Experience:

Master Degree in Fisheries Science and/or Management plus a minimum of three years' experience working for a state or federal Wildlife and Fisheries Conservation Agency or an angling-related Non-Governmental Organizations (NGO). Experience with black bass management and interest in black bass angling. Experience and training in communication and public involvement techniques in natural resource management

##### Knowledge, Abilities, and Skills:

Knowledge of the principles of biology, ecology, and related environmental sciences. Knowledge of methods and techniques of scientific testing, data collection, and analysis. Knowledge of the effects of pollution on plants, fish, animals, and human life. Knowledge of fish/wildlife management programs, including propagation, cultivation, and harvesting techniques. Knowledge of wildlife/fish management laboratory techniques, equipment, and procedures. Ability to communicate in oral and written forms. Ability to make public presentations. Ability to conduct scientific wildlife and/or fish surveys/studies, analyze and evaluate collected data, and prepare written narrative reports of findings. Ability to direct, coordinate, and maintain wildlife and/or fish management programs. Ability to operate and maintain fishery and wildlife equipment.

### Preferred Knowledge, Abilities, and Skills:

Strong in creative thinking. Must be knowledgeable about and interested in bass fishing. Must be skilled in technical and non-technical writing. Must be knowledgeable in fish population dynamics and common fisheries management techniques. Strong in program development and evaluation. Must be comfortable and skilled at interacting with angling constituents, person-to-person, and in a variety of formats of communication, including public presentations to social media. Must have solid science-based approach to problem solving. Must be comfortable with high-profile status within the sport-fishing community. Must be articulate and well-mannered. Must work well in team and partnership situations. Must understand when leadership or support is needed.

### **POSTING DETAILS:**

#### Position Location:

City: Hot Springs, Arkansas

Office: Negotiable within Arkansas.

Division: Fisheries

#### Job Summary:

Black bass fishing in Arkansas is so important that AGFC has a dedicated program with two full-time biologists to provide leadership in managing the most important group of game fish in our state. This is a supervisory biologist position with oversight of the AGFC "Black Bass Program" (BBP) in the Fisheries Division. The BBP leads a statewide science-based effort to support District Fisheries Biologists with all issues associated with managing black bass fisheries and oversees a number of programs that engage targeted bass anglers and tournament organizers.

The BBP Supervisor supervises a Black Bass Management Biologist. Together, the BBP works with District Fisheries Biologists to execute the strategies outlined in the "AGFC Reservoir Black Bass Management Plan" as well as assisting with the execution of the strategies detailed in a new "AGFC Smallmouth Bass Management Plan" (<https://www.agfc.com/en/fishing/sportfish/black-bass/bbp/>). The BBP recently led efforts to revise both of these plans and is now leading their implementation.

This is a high-profile position requiring excellent people skills. Communication and collaboration with bass anglers and related stakeholders will be the primary responsibility of this position. The BBP Supervisor will also be expected to lead the implementation of a new agency angler recognition/trophy fish propagation program, requiring strong leadership and management skills.

The Arkansas Game and Fish Commission (AGFC) Biologist Program Specialist is responsible for the management and life processes of fish, wildlife, and their habitats; collecting and analyzing biological data; and, specializing in fish and wildlife research, management, husbandry, and/or habitat management. This position is governed by state and federal laws and agency policy.

#### Typical Functions:

Provides program and project supervision by developing program curriculums, monitoring facilities and personnel, and coordinating program maintenance and protocols. Provides program and project supervision by developing program curriculums, monitoring facilities and personnel, and coordinating program maintenance and protocols. Provides program and project supervision by developing program curriculums, monitoring facilities and personnel, and coordinating program maintenance and protocols. Makes recommendations on management, regulation, and planning of fish and wildlife populations and habitats, consulting with stakeholders and the public at large to explore options. Studies characteristics of fish and wildlife, such as population dynamics, life histories, diseases, genetics, and distribution. Prepares collections of preserved specimens or microscopic slides for species identification and study of development or disease. Implements state and federal preventative programs to monitor and control fish and wildlife diseases and invasive, exotic species. Disseminates information by writing reports and making presentations to schools, clubs, interest groups, and agency administration. Promotes hunting and fishing through a variety of outreach programs. Directs the operation and maintenance of various public lands, waters, and/or fish propagation facilities, based on program management plans. May testify as an expert witness in legal proceedings. Performs other duties as assigned.

#### Specific Duties and Responsibilities:

Division. The Black Bass Program leads a statewide science-based effort to support District Fisheries Biologists in all issues associated with managing black bass fisheries in Arkansas and oversees a number of programs targeted for bass anglers and tournament organizers. The BBP supervisor oversees an Assistant Black Bass Biologist. Together, the BBP works with District Fisheries Biologists to execute the strategies stated in the "AGFC Reservoir Black Bass Management Plan" (<https://www.agfc.com/en/fishing/sportfish/black-bass/bbp/>) as well as assisting with the execution of the strategies detailed in a new "Smallmouth Bass Management Plan." The BBP has recently worked with and focuses on issues such as trophy bass management via optimization of the agency's Florida Bass stocking program, research on survival and contribution of various sizes of stocked Florida Bass, reservoir habitat analysis and enhancement, and assisting with hosting a bass angler forum. The BBP emphasizes partnerships with bass tournament organizations and is currently working to increase and improve communication and outreach with bass anglers across the state.

#### Certificates, Licenses, or Registrations:

Must possess a valid Arkansas driver's license.

Successful candidates possessing Certified Fisheries Professional status with the American Fisheries Society are eligible for a 6% salary increase.

#### Special Job Dimensions:

Frequent in-state travel required.

#### Other Specific Information:

This position is currently based in Hot Springs Arkansas at an AGFC Regional Office. However, the location within Arkansas is negotiable.

As an equal opportunity employer, the Commission will make any reasonable accommodations necessary to ensure equal employment opportunities.