Arkansas Game and Fish Commission Employment Job Posting

AGFC DIVISION ASSISTANT CHIEF - **AGFC DIVISION ASSISTANT CHIEF**

POSITION NO: 22096423

POSTING INFORMATION:

Advertisement Opens: Feb. 11, 2026

Advertisement Closes: March 4, 2026

Full Time: Yes

Salary: $85,003.00 - $105,933.00 Annually

POSTING REQUIREMENTS:

Minimum Education and/or Experience:

The formal education equivalent of a bachelor's degree in education, biology, zoology, natural science, business administration, or a related field; plus four years of experience in a related field, including one year in a supervisory capacity. 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:

A master's degree in fisheries management or a closely related field is strongly preferred and will substitute for two years of experience in fisheries management.

Knowledge, Abilities, and Skills:

- Knowledge of the principles and practices of organizational management
- Knowledge of state and federal laws, rules and regulations governing environmental protection, endangered species, or use of federal funds
- Knowledge of the theories, principles, techniques, and strategies of fish and/or wildlife management, education and/or educational curriculum
- Ability to plan work unit objectives and operational activities and to assign and direct the work of subordinate supervisors
- Ability to participate in and lead groups in problem-solving activities
- Ability to develop monitoring systems for projects and/or programs to measure successes, failures, and develop solutions to problems.

Preferred Knowledge, Abilities, and Skills:

- Experience developing and managing budgets
- Ability to demonstrate excellent leadership and to unify a team around a common purpose
- Good public speaking skills and an affable attitude when communicating with agency staff and the public
- Ability to work cooperatively on intra- and inter-divisional projects
- Knowledge of freshwater fish, fisheries, fish population dynamics, and fish management techniques
- Ability to exercise sound judgment and reasoning in decision making and problem-solving
- Ability to establish and maintain effective working relationships with the public, stakeholders, and AGFC staff
- Ability to implement project management techniques and practices (scheduling/task management) to ensure completion of programs and projects in an effective and timely manner
- Ability to write and edit technical reports in a timely manner
- Ability to professionally explain project, division, and agency programs, policies, and procedures to the public, elected officials, and other stakeholders
- Understanding of and participation in recreational fishing

POSTING DETAILS:

Position Location:
City: Little Rock
Office: Little Rock Central Office
Division: Fisheries

Job Summary:

The Arkansas Game and Fish Commission (AGFC) Division Assistant Chief is responsible for overseeing division operations. This position is governed by state and federal laws and agency policy.

Typical Functions:

- Directs the activities of a medium to large-sized professional and technical staff through lower-level supervisors, including approving hire recommendations, reviewing performance evaluations, evaluating the performance of immediate subordinates, and reviewing and approving/disapproving a variety of recommendations of subordinates

- Resolves problems referred by field personnel in areas such as program development, employee relations, scheduling, management techniques, public information, and strategic planning

- Evaluates and determines the progress of projects and programs through field inspections and compiles reports with recommendations for the review of division chiefs. Identifies problem areas and monitors the progress of projects and programs through field inspections and compiles reports with recommendations for the review of division chiefs

- Reviews and approves division bills, invoices, and activity reports and may request further explanation of actions and purchases

- Compiles data as requested for special projects or programs such as program performance and expenditure reduction and recommends courses of action as indicated from analysis of data

- Performs other duties as assigned

Specific Duties and Responsibilities:

As the Assistant Chief of Fisheries Management for AGFC, you will join a highly-trained, progressive team of fisheries scientists working to improve conservation and management of aquatic resources in Arkansas. The Assistant Chief of Fisheries Management is responsible for overseeing fisheries management activities in 10 districts across the state, and serves on the AGFC Fisheries Division Leadership Team alongside the Chief, two other assistant chiefs, and two fisheries district coordinators. In addition to supervising the districts, this position is responsible for a number of statewide projects, including the Trout, Black Bass, and Legacy Lunker programs, plus other initiatives related to recreational fishing in the Natural State

This position will:

- Lead the Fisheries Management Section (all district biologists).
- Lead the trout, black bass, and Legacy Lunker programs.
- Oversee the biennial fishing regulations review and update process.
- Oversee the development and revision of species and fishery management plans.
- Coordinate the Fisheries Division's role in enforcing the agency's Land Use Policy around AGFC Lakes.
- Assume responsibility for all budgetary matters related to project funding through Sportfish Restoration, Marine Fuel Tax, and other agency funding sources.
- Assist with the allocation of the division budget for capital construction projects, capital equipment requisition, vehicles, travel, professional services, and maintenance and operation of new and ongoing projects
- Present regulatory and budgetary matters to the Arkansas Game and Fish Commission.
- Supervise and conduct work plan development and performance evaluations for subordinate staff.
- Lead recruitment efforts for filling open biologist positions.
- Work with AGFC Operations Division on fishing and boating access maintenance and improvement projects and issues
- Ensure professional development of staff.
- Collaborate with division staff, university researchers, and other partners to develop and execute relevant research projects
- Enhance division communication about projects and initiatives to stakeholders.
- Assist with projects that ensure that fishing remains part of Arkansas's heritage.
- Participate in intra- and inter-agency committees and partnerships across Arkansas and the region
- Assist the Chief of Fisheries with projects and assignments as needed.

Certificates, Licenses, or Registrations:

Must possess a valid driver's license.

Special Job Dimensions:

Regular in-state travel and occasional work other than normal office hours are required.

Other Specific Information:

For additional information on this position, please contact **Thomas Laird**, Chief of Fisheries, at: thomas.laird@agfc.ar.gov.

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