



Arkansas Game and Fish Commission Employment Job Posting

AGFC Conservation Program Biologist III / Fisheries Division - **AGFC Conservation Program Biologist III / Fisheries Division**

POSITION NO: 22096312

POSTING INFORMATION:

Advertisement Opens: April 29, 2026

Advertisement Closes: May 12, 2026

Full Time: Yes

Salary: \$76,236.00 - \$99,107.00 Annually

POSTING REQUIREMENTS:

Minimum Education and/or Experience:

The formal education equivalent of a bachelor's degree in biology, ecology, fisheries management, or a related field; plus four years of experience in scientific research, conservation, or a related field, including one year in a supervisory or leadership 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

Four years of relevant supervisory experience is strongly preferred.

Must possess (or be able to obtain) a valid Arkansas driver's license.

Knowledge, Abilities, and Skills:

- Knowledge of state and federal laws affecting public ownership and protection of land.
- Knowledge of environmental issues and regulations.
- Knowledge of state fiscal procedures and policies.
- Knowledge of research and analysis techniques and methods.
- Knowledge of biological, ecological, and conservation theories and principles.
- Knowledge of ecological systems and environmental and ecological processes.
- Ability to assign and coordinate work activities and monitor the performance of co-workers and/or subordinates.
- Ability to conduct field studies to identify ecological value of land and preservation methods.
- Ability to collect samples and conduct scientific testing and analysis.
- Ability to write descriptive results of analysis and prepare and present oral and written information.
- Ability to develop, recommend, interpret, and apply policies and procedures.
- Ability to use GIS software and GPS.
- Ability to work with public land managers, private landowners, and non-governmental organizations.

Preferred Knowledge, Abilities, and Skills:

- Knowledge of freshwater fish, fisheries, fish population dynamics, and fish management techniques;
- Knowledge of freshwater aquatic plants and related management techniques
- Knowledge of basic conservation social science principles and R3 concepts
- Skill in strategic planning
- Skill in writing (both technical and popular articles)
- Skill in the maintenance and operation of boats, outboard motors, fish sampling equipment, etc.
- Skill in the use of word processing, spreadsheet, database, data analysis, fish population analysis software programs, etc.
- Ability to design and conduct biological studies/surveys
- Ability and desire to work collaboratively on statewide issues affecting conservation and management of aquatic resources
- Ability to exercise sound judgment, reasoning, and critical thinking 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 professionally describe project, division, and agency programs, policies, and procedures to the public and other stakeholders
- Ability to resolve conflicts with and among stakeholders professionally

POSTING DETAILS:

Position Location:

City: TBD

Office: TBD

Division: Fisheries

Job Summary:

The Arkansas Game and Fish Commission (AGFC) Conservation Program Biologist III (FISHERIES DIVISION) is responsible for conducting scientific research and determining protection strategies for statewide conservation program development, implementation, and management. This position is governed by state and federal laws and agency policy.

Typical Functions:

- Supervises staff by interviewing, recommending for hire, training and/or providing training, making work assignments, and evaluating the performance of incumbents
- Resolves problems referred by field personnel in areas such as program development, employee relations, scheduling, management techniques, public information, and strategic planning
- Determines protection strategies for statewide conservation program development, implementation, and management based upon scientific data, provides input on grant projects for aquatic habitat protection and improvement, research, and develops priorities, schedules, and protocols for standard sampling procedures.
- Develops and monitors budgets and expenditures, purchases equipment and supplies for research activities on aquatic systems, and initiates, negotiates, and develops outsourced contracts for services in accordance with state procurement regulations and agency protocols
- Maintains cooperative relationships with other state agencies, federal agencies, and other organizations to accomplish the primary agency goals, represents the agency at technical meetings and policy forums with other government agencies, private industry, non-profit organizations, and the general public, responds to information requests, and follows state regulations and departmental guidelines
- Conducts research and analyzes data to determine validity, quality, and scientific significance, prepares written reports, and provides summary information on the environmental relevance of the data
- Provides input into the management of aquatic resources, which requires the review of fisheries management plans and interpretation of scientific studies, and coordinates and monitors research activities on aquatic resources, and reviews agency research reports
- Coordinates conservation planning and development of agency protection priorities and conducts and oversees rare species inventory and evaluation to identify outstanding and/or sensitive areas in aquatic systems for possible protection
- Participates in the agency's environmental review/information sharing program by providing technical expertise during project reviews for utilities, commercial development, and forest management, and communicates, coordinates, and cultivates partnerships with staff of government agencies, private organizations, and the general public
- Performs other duties as assigned.

Specific Duties and Responsibilities:

- Provide leadership and supervision to five fisheries management districts
- Coordinate the fisheries division's regulation process, including working with other divisions on edits to the code of regulations and fishing guidebooks
- Oversee the development and/or revision of standard operating procedures for the fisheries management section, including standard sampling protocols
- Coordinate the development of management plans for species and waterbodies
- Assist with the review and editing of fisheries management plans and annual fisheries reports
- Oversee management of fish sampling databases
- Coordinate fisheries division responsibilities concerning the AGFC Land Use Policy, including coordination with the enforcement division
- Represent the fisheries division on agency R3 development and coordination efforts
- Coordinate and track fisheries division professional development efforts
- Coordinate the reservoir habitat team

Certificates, Licenses, or Registrations:

.

Special Job Dimensions:

.

Other Specific Information:

For additional information, please contact **Matt Schroeder**, assistant chief of fisheries management, at email: matthew.schroeder@agfc.ar.gov or by phone: 501-604-0484.

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