Job Description: Seasonal Biological Technician

FOCUS: Field/Molecular/Genetic Research
LOCATION: West Sacramento
POSITION TYPE: Full or Part Time
DURATION: Approximately 6 months

Overview: Cramer Fish Sciences (CFS) is a fisheries research consulting firm that serves throughout the Pacific Northwest and California. Our mission is to rigorously apply the scientific method to provide our clients innovative, scientifically robust solutions to address a variety of fisheries and environmental challenges. The CFS team achieves this through effective and unbiased data collection, insightful analysis and interpretation, and clear communications. The Seasonal Biological Technician supports the organization by assisting CFS scientists in conducting field and laboratory work, data collection, data analysis and problem solving for our clients.

Essential Duties and Responsibilities:
• Conduct lab work in a safe and efficient manner
• Extract DNA and perform PCR and Quantitative PCR
• Conduct field and lab work under supervision for a wide array of projects
• Perform hands on work which may include fish trapping and tagging, visual estimation techniques (e.g., snorkeling, redd surveys), collecting data on the physical environment (e.g., water quality, channel bathymetry) and taking measurements of individual specimens
• Implement logistical items such as purchasing of equipment and supplies
• Perform other duties as assigned

Critical Knowledge, Skills and Abilities (required):
• Genetic Sample and Data Processing Skills: Demonstrate the ability to collect and process samples using sterile technique. Clearly communicate the concept and reasoning for utilizing sterile technique to colleagues and co-workers. Comfortable with basic math and analyzing standard data sets. Familiar with the use of pipettes.
• Fisheries and/or Restoration Expertise: Demonstrated ability to work alone or as part of a team collecting, recording and analyzing a variety of high-quality data sets from field or laboratory monitoring projects and experiments. Working knowledge of the scientific method and its application in field experiments.
• Science-Business balance. This individual should demonstrate expertise and be passionate about science, natural resources and resolving complex fishery problems. In addition, the individual should have a basic ESOP owner understanding of project financial flows to help contribute to CFS as a profitable business.

Personal Attributes
• Ability to complete work assigned by project leaders
• Ability to work independently or as part of a team with strong organization and coordination skills
• Ability to handle multiple tasks with overlapping deadlines
• Ability to accurately interpret and follow established protocols, guidelines, and procedures
• Ability to produce accurate, timely and quality work products and be accountable for meeting objectives
• Ability to work collaboratively with others to resolve problems
• Excellent verbal and written communication skills; able to express and exchange ideas
• Strong customer service ethic in delivery of services
• Positive energy as evidenced in an optimistic outlook, a sense of humor and a disposition to encourage.

Desired Experience
• Experience operating boats, outboard motors, 4-wheel drive vehicles, trailers and other equipment utilized in field surveys and studies. Basic molecular biology including bench work
• Environmental science experience including, stream ecology, fisheries, limnology
• Data recording, management and analysis

Education/Minimum Qualifications:
• Bachelor’s degree in Fisheries, Biology, Genetics, or related science degree, four years of related experience, or a combination of undergraduate education and related experience
• Proficient with MS Office Suite, including Access
• Demonstrated skills in data collection, entry, and analysis, developing graphs and communicating project methods and findings in presentations and reports

Working Conditions and Physical Demands:
• Possible long periods of computerized data analysis in an office environment
• Must be comfortable working in the aquatic environment including working from a boat platform, swimming and wading in rivers, streams, and lakes
• Must be able to work effectively in inclement weather, including hot, cold, rain and fog conditions
• Ability to lift 50 pounds
• Working irregular hours (including weekends and evenings) in various kinds of weather and potentially rugged terrain on occasion in order to meet project deadlines
• Travel – field work may require extended travel to remote areas for 2-3 days at a time. Able to drive safely in a variety of weather conditions for extended distances.

Compensation and Benefits:
Competitive hourly pay rate based on qualifications
Paid sick leave