



## POSITION ANNOUNCEMENT

### Research & Monitoring Manager – Aquaculture, Fisheries Biology

Kodiak Regional Aquaculture Association (KRAA) has an immediate opening for an experienced manager with a fisheries biology background. This full time, salaried position is located in Kodiak, Alaska and operates out of office and laboratory spaces in the City of Kodiak. KRAA is a large and diverse non-profit salmon enhancement corporation. KRAA operates two Pacific salmon hatcheries and conducts numerous salmon research and monitoring projects on Kodiak and Afognak Islands.

**DUTIES:** This position works under the supervision of the Special Projects Manager and is responsible for overseeing the Research & Monitoring (R &M) biologists and technicians in the office, laboratory, and in remote field camps. The R & M Manager applies sound science and technology in supervising and conducting salmon research, enhancement, and rehabilitation projects on the Kodiak Archipelago. A successful candidate will direct and support field projects, conduct data analysis and generate scientific reports. Demonstrated team building and leadership skills and the ability to work with government agencies and NGOs are keys to success in this position. Additional duties include budget development for in-house and cooperative projects, project creation, permitting, staff training (field & lab), investigation of and submission to funding sources, salmon forecasting, and project support for the Special Projects Manager.

#### **QUALIFICATIONS:**

- At least five years' experience in personnel management and established capacity for supervision, leadership, and mentorship.
- A BS/BA in fisheries or related field and five years' working within fisheries or marine biology, salmonid culture, or environmental science (hatchery management and Alaska experience a bonus). Some experience may be substituted for education on a case-by-case basis.
- Proven ability to work with a high degree of independence within a diverse team and demonstrate professional growth and development.
- This position requires experience/skills in facilitating salmon research, conducting field operations and managing multiple projects simultaneously.
- Knowledge of freshwater ecology, salmon life history, and smolt enumeration; limnology, water quality, effluent monitoring, and sample collection; otolith extraction, preparation, and reading; salmon hatchery operations and practices; grant writing, and statistical analysis will benefit the successful applicant.
- Requires the ability to motivate and work cooperatively with seasonal and permanent staff as well as collaborating with other agency personnel while contributing to a positive and supportive environment.
- Strong verbal/written communications, data management, Excel, PowerPoint, and Word skills are a must for this position.
- It is essential that work history show related prior experience with favorable employer evaluations regarding experience, skills, aptitude and attitude.
- Must have the ability to legally possess firearms and may be subject to a background check. Firearm and bear safety training will be provided.
- Must be comfortable flying in small planes/helicopters and traveling to and working in remote locations. Small boat, off road vehicle, and trailering experience highly beneficial to overseeing department and training staff.

**SALARY/BENEFITS:** This position is a full time (based on minimum 37.5 hour work week), salaried, 12-month position. Starting salary range is \$69,360 to \$84,624 a year DOE. Excellent benefit package includes 401K retirement plan with a generous employer contribution, medical-dental-vision-prescription insurance, paid time off (PTO), and paid holidays. KRAA is an Equal Opportunity Employer.

**START DATE: Open until filled**

**Qualified applicants should provide a cover letter and resume, with three professional references to:**

**Genevieve Rich - Special Projects Manager - [genevieve.rich@kraa.org](mailto:genevieve.rich@kraa.org)  
and**

**Tina Fairbanks - Executive Director - [kraa@kraa.org](mailto:kraa@kraa.org)**