

VETSWORK – ENVIRONMENT

AMERICORPS POSITION DESCRIPTION

POSITION TITLE: Biological Science Technician / Maintenance Mechanic

PARTNER ORGANIZATION: Warm Springs Fish Hatchery - U.S. Fish & Wildlife Service

WEBSITE: fws.gov/gorgefish/warmspringsnfh/aboutwarmsprings.cfm

PROJECT LOCATION: 1 Fish Hatchery Road, Warm Springs, OR 97761

SERVICE DATES: February 7, 2022 to December 16, 2022 (1700-hour position)



POSITION SUMMARY: In partnership with the Mt. Adams Institute (MAI), the Warm Springs National Fish Hatchery will sponsor a VetsWork AmeriCorps Intern to serve as a Biological Science Technician and Maintenance Mechanic. The primary function of this facility is to collect adult salmon, spawn and rear them for release each year. The salmon are a vital resource for a tribal and recreational fishery as well as a contribution to the commercial ocean fishery. Our purpose is Tribal Trust Responsibility, to ensure that salmon return to the Warm Springs River as part of the treaty rights of the Confederated Tribes of the Warm Springs of Oregon, and for recreational and tribal fishing on the Deschutes and Columbia Rivers. Every job the Intern will perform contributes to the success of this facility and its ability to provide salmon for harvest.

The facility sits on 30+ acres of land as a lease hold from the Confederated Tribes that belongs to the citizens of the Reservation. Our staff is responsible to maintain, protect, and correctly utilize this resource to perform its primary function. The Warm Springs River runs through the property, which then runs into the Deschutes River, and then on the Columbia River near Biggs, OR. The property that borders all of this and needs to be maintained for use by the public.

Finally, the public and Tribal members also have a great interest in our job as many of them are benefiting from the salmon we produce either by direct harvest or tribal subsistence programs of surplus brood stock. The tribal and recreational angler spends a lot of time and money in pursuit of salmon during the fishing season, and Native American Tribes rely on these salmon for ceremonial and subsistence purposes. The Intern will interact with both tribal and recreational fisherman and needs to be able to communicate what we are doing and why we are doing it in a clear and understandable manner.

ESSENTIAL FUNCTIONS (TO INCLUDE, BUT NOT LIMITED TO):

- Providing standard feeds to fish according to specific schedules following established protocols.
- Observing fish to monitor their behavior and appearance for signs of stress or disease.
- Operates and monitors fish culture equipment, which regulates water quantity and quality.
- Cleaning and maintaining fish raceways.
- Spawning adult fish.
- Transporting/transferring eggs and fish.
- Collecting and entering data, including water quality, fish feed provided, numbers of dead fish, etc...
- Grounds maintenance to include improvement projects (use of some power tools, yard work, painting).
- Learning and operating various support equipment for the facility, including pumps, chillers, boilers, generators, and others.
- Maintain records of maintenance on vehicles, equipment, and other facility needs.
- Performing basic carpentry, plumbing, electrical, small engine repair.

Mt. Adams Institute strengthens the connection between people and the natural world through education, service learning, career development and research.

- Snow removal when necessary.
- Lead groups of young adults on grounds improvement projects.
- Provide tours to school groups and public.
- Assist with organizing and improving work stations on the hatchery.
- Become familiar with other facilities in the Complex and provide assistance to those facilities when requested.
- Attend and complete all MAI/AmeriCorps trainings and service requirements including orientation, trainings and team meetings.
- Complete and submit all necessary MAI/AmeriCorps paperwork and reports in a timely manner.
- Wear MAI identifiers and required safety gear while performing service or attending official events.

POSITION REQUIREMENTS:

Service Site

- Must have a valid driver's license, clean driving record and ability to provide documentation.
- Comply with all Partner Organizations safety policies and procedures.
- Demonstrate a good work ethic: arrive at work on time, pay attention to detail when performing duties and understand the importance of the job you are performing.
- Demonstrate enthusiasm and integrity daily in performance of duties.
- Willingness to communicate with the public.
- Ability and willingness to serve outdoors in inclement weather with possible strenuous and repetitive physical activity and ability to lift up to 50 lbs.
- Demonstrate attention to detail when collecting and recording data.
- Demonstrate a desire to promote environmental stewardship.
- Demonstrate ability to work as a team player and follow direction of staff that are trying to teach specific job skills.
- Demonstrate ability to work a varied schedule which at times may shift to working weekends with Monday and Tuesday off.
- A commitment to the goals of the Warm Springs National Fish Hatchery.

AmeriCorps

- Must have served in US Armed Forces and have a DD214 with an honorable discharge.
- At least 21 years of age at beginning of service term.
- U.S. citizen, national or lawful permanent resident.
- Possession of a high school diploma or equivalent, or commit to earning one prior to receiving education award.
- Ability to commit to the full 45-week term of service.
- Attend virtual MAI Orientation (February 7-11) and Intern trainings.
- Selection, placement and retention are contingent upon passing the National Sex Offender Public Registry, state of service and state of residence criminal history check and a national FBI check.
- Members are eligible to serve up to four terms of service and receive AmeriCorps Education awards for each term of service up to the value of two full time education awards only.
- **Must be fully vaccinated** against Covid-19 with the ability to provide documentation or have an approved medical or religious exemption prior to the start of the position. *Exemption forms can be found on our [website](#) and once submitted, they must go through a review and determination process before being approved.*
- **Must follow all Covid-19 policies** at the service site including any changes that are implemented throughout the course of the program. Policies may include masking/social distancing, remote/virtual work, altered field duties and other restrictions determined necessary to keep site staff, partners and the public safe. Accepting a position means accepting the current requirements and any updates to those requirements while enrolled in the program.

PREFERRED QUALIFICATIONS:

- Experience handling fish or working with wildlife.
- Basic computer skills including the use of email, internet searches, and Microsoft Office Products.
- Any experience working on/operating small engines (trimmers, mowers, chainsaws etc.)
- Carpentry skills

BENEFITS INCLUDE:

- VetsWork is an apprenticeship program approved by the Department of Veterans Affairs (VA) and the Department of Labor. Members with G.I. Bill benefits may be able to dual enroll as an apprentice and access their Monthly Housing Allowance (MHA) of up to approximately \$2,400 per month. Actual benefits vary by individuals' qualified benefits.
- \$16,875 living allowance paid over the 10 ½ -month term of service (\$375 weekly, before taxes).
- \$6,495 education award (qualified student loans and/or education expenses)
- Loan Forbearance
- Health Care Insurance
- Child Care Reimbursement
- Professional development, trainings and networking opportunities.

HOUSING:

- Free housing is provided to intern by service site.
- Housing located at Warm Springs National Fish Hatchery and is a short walk from the residence to the main hatchery building.
- The house is furnished and satellite internet will be provided free of charge. Washer and dryer also provided.

TRANSPORTATION INFORMATION:

- Intern is responsible for travel to and from duty station.
- Project site is not accessible by public transportation.
- Agency/Organization vehicles are available for work-related travel.

OTHER CONSIDERATIONS:

- The hatchery is located on the [Confederated Tribes of the Warm Springs of Oregon Reservation](#), about 2 1/2 hours east of Portland, OR and Vancouver, WA. The hatchery is about a 15 minute drive to Warm Springs, OR which has limited services. Madras, OR, also approximately a 15 minute drive, has many restaurants, grocery stores and other services.
- The intern will be provided with any required PPE to include protective eyewear, gloves, hearing protection and boots.

DIVERSITY, EQUITY AND INCLUSION:

MAI celebrates equity, diversity, and inclusiveness and does not discriminate against any person or group based on race, ethnicity, culture, age, gender, sexual orientation, expression, gender identity, ability, national origin or ancestry, veteran status, social economic class, religion, professional status, pregnancy, or parents/guardians with children. MAI is committed to a diverse workplace and to supporting our Interns and staff with trainings and career development opportunities.

MAI provides reasonable accommodations to applicants and employees. Applicants with disabilities may request a reasonable accommodation and/or alternative formats at any point in the employment process.

APPLICATION INSTRUCTIONS:

Email the following documents to Katie Schmidt at katie@mtadamsinstitute.org:

- Resume
- Cover Letter (One for each position applying to).
- Three Professional References (someone who has supervised you; military, civilian, or academic) – Information to include: Name, Title, Relation to you, email & phone number.
- Supplemental Questions:
 - What is your motivation for applying to VetsWork?
 - What are you hoping to get out of this experience?
- DD 214 – (with Honorable Discharge):
 - “General under honorable conditions” discharge are considered on a case-by-case basis
 - Must be long form “Member 4 copy” (has 30 total boxes of information).

PROCESS:

1. MAI screens application materials, conduct pre-interviews, and recommends qualified applicants for Service Site interviews.
2. Service Sites interview candidates, conduct reference checks and recommend placement.
3. If position is offered, additional paperwork will be required.

Due to Covid-19 parts of our programming may change

ADDITIONAL INFORMATION:

- More information at “[VetsWork Frequently Asked Questions](#)”
- Cover letter information can be found at <https://www.macslist.org/articles/cover-letters>

QUESTIONS? CONTACT:

Katie Schmidt

Recruitment Coordinator | 503-504-5994

katie@mtadamsinstitute.org | mtadamsinstitute.org

