

## STATE OF ARIZONA JOB CODE SPECIFICATION

<b>FLSA:</b>	<b>NEXP</b>	<b>Job Code:</b>	<b>ACV36173</b>
<b>Job Class Code:</b>	<b>030</b>	<b>Salary Schedule:</b>	<b>AREG</b>
<b>EEO Category:</b>	<b>05</b>	<b>Grade:</b>	<b>16</b>
<b>Workers Comp Code:</b>	<b>0034</b>		
<b>Job Code Established:</b>	<b>1/1/85</b>	<b>Effective Date:</b>	<b>1/1/85</b>
<b>Job Code Revised:</b>	<b>6/15/06</b>	<b>Effective Date:</b>	<b>7/1/06</b>
<b>Job Code Revised:</b>		<b>Effective Date:</b>	

**JOB CODE SERIES:** Fish Hatchery Resource Management & Development Series

**JOB CODE TITLE:** FISH CULTURIST 1

**HRIS TITLE:** FISH CULTURIST 1

**CHARACTERISTICS OF THE JOB CODE:** Learns to perform a variety of technical and professional work in fish culture and hatchery production. Performs day-to-day operation of rearing fish and maintenance of facility, equipment, and resources on the hatchery and associated wildlife habitat. Learns to collect and evaluate data, update database and write reports. Assists in transporting and distributing fish. Acts as resident host for activities on the property. This is the first level of the hatchery series. Employees initially work under close supervision, exercising more independent judgment as training progresses.

**EXAMPLES OF DUTIES:** Individual positions may be responsible for some or all of the listed duties and/or other related duties. Feeds and monitors fish. Learns to identify fish diseases and recommend, prepare and administer treatments. Learns to conduct feeding tests to determine deficiencies and prescribe corrective measures. Cleans and prepares raceway areas following protocols. Learns to maintain and analyze hatchery records. Learns to prepare hatchery reports. Maintains hatchery equipment and facilities. Assists with transporting and distributing fish. Learns to perform water chemistry tests and recommend needed corrective measures. Learns hatchery operation planning and budgeting. Learns to prepare and deliver talks to visitors and public groups. May act as lead for subordinate personnel. Acquires knowledge and skills needed for advancement.

**WORK CONDITIONS:** Work irregular hours including weekends and holidays. May be called upon to respond to a situation outside of scheduled hours. Most work activities are outdoors but perform some office work. Work in Arizona's weather extremes. Live and/or work in isolated area. Roads to hatcheries and fish delivery sites may be unpaved. Some locations may provide on-site electricity and/or have limited communication phone and internet options. Fish transportation may require many hours driving specialized hatchery vehicle while monitoring fish health. Requires lifting and carrying 50 or more pounds, sometimes for extended periods. Exposure to chemicals. May need to hike, backpack, use a variety of vehicles and/or campout.

### **KNOWLEDGE, SKILLS AND ABILITIES (KSAs):**

**Knowledge of:** Fish varieties, habitat and culture basics. Basic water chemistry. Computerized and manual information management in hatchery setting

**Skill in / Ability to:** Learn and apply principles and techniques of fish biology, behavior and care in an intensive culture. Learn symptoms of fungal and parasitic infections and diseases. Learn application techniques of medications and chemicals. Learn and apply appropriate federal, state and agency laws, rules, regulations, policies and procedures. Communicate verbally and in writing. Use basic computer

applications. Learn public relations and problem-solving technique applications and promote positive interpersonal relationships with the public. Use and perform basic maintenance and repair on a variety of hatchery-related vehicles, tools and equipment. Work on own and with others. Live and work in hatchery environment in isolated area. Work varied hours. Lift and carry 50 pounds or more, sometimes for extended periods.

KSAs are typically obtained through experience and/or education in:

- Hatchery operations
- Aquaculture
- Wildlife science

Any combination of training and experience that meet the knowledge, skills, and abilities (KSAs) may be substituted.

**Special Selection Factors:** Possession of and ability to maintain valid Arizona Commercial Driver's License. Must pass post-offer medical/physical examination.