

## STATE OF ARIZONA JOB CODE SPECIFICATION

<b>FLSA:</b>	<b>EXP</b>	<b>Job Code:</b>	<b>ACV36174</b>
<b>Job Class Code:</b>	<b>030</b>	<b>Salary Schedule:</b>	<b>AREG</b>
<b>EEO Category:</b>	<b>02</b>	<b>Grade:</b>	<b>18</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>3/18/98</b>	<b>Effective Date:</b>	<b>2/4/98</b>
<b>Job Code Revised:</b>	<b>6/15/06</b>	<b>Effective Date:</b>	<b>7/01/98</b>

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

**JOB CODE TITLE:** FISH CULTURIST 2

**HRIS TITLE:** FISH CULTURIST 2

**CHARACTERISTICS OF THE JOB CODE:** Performs 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. Collects and evaluates data, updates database and writes reports; transports and distributes fish. Assists with hatchery planning and/or budgets. Acts as resident host for activities on the property. This is the second level of the hatchery series. Employees at this level perform all culturist duties under general supervision and act in a lead capacity.

**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. Conducts feeding tests to determine deficiencies and prescribe corrective measures. Identifies fish diseases and recommends, prepares and administers treatments. Cleans and prepares raceway areas following protocols. Transports and distributes fish. Assists in planning and coordinating hatchery operation and budgeting. Assists in maintaining, analyzing and managing hatchery records. Prepares hatchery reports and recommendations. Maintains hatchery facilities and equipment. Reviews hatchery equipment needs and recommends equipment purchases. Prepares and delivers talks to visitors and public groups. May manage selective segments of hatchery programs. May lead or oversee subordinate personnel.

**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 biology and behavior in an intensive culture. Fungal and parasitic infection and disease symptoms and medical and chemical treatments. Basic water chemistry. Federal, state and agency laws, rules, regulations, policies and procedures appropriate to assignment. Computerized and manual information management in hatchery setting.

**Skill in / Ability to:** Apply principles and techniques of fish biology, behavior, propagation and care in an intensive culture. Identify symptoms of fungal and parasitic infections and diseases. Use application

techniques for medications and chemicals. Apply appropriate federal, state and agency laws, rules, regulations, policies and procedures. Apply public relations and problem-solving technique applications and promote positive interpersonal relationships with the public and staff. Communicate verbally and in writing. Use basic computer applications. 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. Perform as a lead worker.

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.