

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES ▼  
HUMAN RESOURCES ENTERPRISE

**NATURAL RESOURCES BIOLOGIST**

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**DEFINITION**

Performs professional fisheries or wildlife biological work in a hatchery, fisheries or wildlife management, or research unit; oversees the work of other staff; performs related work as required.

**The Work Examples and Competencies listed are for illustrative purposes only and not intended to be the primary basis for position classification decisions.**

**WORK EXAMPLES**

Designs and conducts research projects to gather information about Iowa's fish populations and waters; conducts limnological and biological assessments and creel surveys; collects, records, analyzes, evaluates, and interprets data; formulates conclusions and writes reports to be given to the supervisor for the development of operating plans.

Manages, develops, and maintains State game areas within an assigned geographical area; handles problems that arise in work with the Soil Conservation Service, private landowners, etc.; handles cooperative farming agreements for agricultural operations on public hunting areas and provides extension services to private landowners for wildlife benefits.

Acts as liaison with the U.S. Fish and Wildlife Service, U.S. Army Corps of Engineers, Agricultural Stabilization and Conservation Service, Soil Conservation Service, and other such agencies with projects which may affect the Department of Natural Resources' interest in the assigned area.

Promotes public relations to increase public understanding and acceptance of Departmental goals and programs pertaining to wildlife and fisheries biology; writes articles and gives interviews for the Iowa Conservationist and local newspapers; speaks on radio and television or addresses public organizations; responds promptly to all inquires and complaints in a positive and informative manner.

Manages an aquatic ecosystem to maintain or enhance fisheries resources by fish stocking, species manipulation, harvest regulation, and habitat alteration.

Prepares and submits oral and written reports to inform agency personnel about project status, to document work accomplished, and to provide a basis for long-range planning; describes work performed; prepares supplementary graphs and tables; summarizes accomplishments; makes recommendations.

Directs the acquisition of materials and equipment for hatchery, research, and fish and wildlife management projects to insure their efficient and timely implementation within budget limitations; keeps a current inventory of equipment; orders materials and monitors their delivery to project sites; checks expenditures against budgeted allocations.

Directs fish hatchery operations to meet fish production quotas and ensure efficient operation of the facilities; directs subordinates in the propagation and culture of fish, distribution of fish to waters, identification and treatment of diseased fish, and maintenance of facilities.

Oversees the carrying out of population surveys and harvest inventories of wildlife species; devises improved techniques when necessary.

Prepares recommendations for setting proper hunting and trapping seasons each year.

Performs research and management activities within broad ecological or geographical areas, on private and state-owned lands, in accordance with established scientific methods and principles.

Prepares technical reports on completed projects and programs, popular articles for public information, or publications suitable for submission to scientific outlets of national scope.

Assists supervisor by performing such duties as instructing employees, answering questions, distributing and balancing the workload and checking work; may make suggestions on selections, promotions and reassignments.

### COMPETENCIES REQUIRED

Knowledge of the principles, practices, and current trends in fisheries and wildlife science.

Knowledge of sampling methods and procedures used in conducting fisheries investigations.

Knowledge of fisheries and wildlife management techniques as practiced in Iowa.

Knowledge of the current principles and practices of conservation in Iowa.

Knowledge of facility maintenance practices and operations.

Knowledge of fish hatchery operations and fish culture.

Ability to direct the work of subordinates including such activities as planning work assignments, training, and evaluating performance.

Ability to operate technical and specialized equipment used in fisheries and wildlife work such as seines, electro-shocker, benthos sampler, radio-telemetry equipment, immobilizing drugs, etc.

Ability to plan and design short and long term fisheries and wildlife research and investigative projects.

Ability to perform the various tests and operations associated with fisheries and wildlife functions.

Ability to make fish or wildlife management decisions such as whether to recommend stocking projects or changes in fishing or hunting regulations.

Ability to use tact and courtesy in handling delicate and sensitive situations and in dealing with the public.

Ability to identify and investigate fisheries or wildlife resource problems such as river channel modifications, water pollution, fish kills, wetland drainage, etc.

Ability to make budget plans and financial determinations on expenditures for areas of responsibility.

Displays high standards of ethical conduct. Exhibits honesty and integrity. Refrains from theft-related, dishonest or unethical behavior.

Works and communicates with internal and external clients and customers to meet their needs in a polite, courteous, and cooperative manner. Committed to quality service.

Displays a high level of initiative, effort and commitment towards completing assignments efficiently. Works with minimal supervision. Demonstrates responsible behavior and attention to detail.

Responds appropriately to supervision. Follows policy and cooperates with supervisors.

Aligns behavior with the needs, priorities and goals of the organization.

Encourages and facilitates cooperation, pride, trust, and group identity. Fosters commitment and team spirit.

Expresses information to individuals or groups effectively, taking into account the audience and nature of the information. Listens to others and responds appropriately.

### EDUCATION, EXPERIENCE, AND SPECIAL REQUIREMENTS

Graduation from an accredited four year college or university with a bachelor's degree in the biological sciences, including at least twelve semester hours (or the academic equivalent) in fisheries biology, or nine semester hours in wildlife biology, and the equivalent of two years of full-time work experience in professional fisheries work or two years of full-time work experience in professional wildlife work;

OR

a master's degree in fisheries biology, wildlife biology, or fisheries management or wildlife management;

OR

employees with current continuous experience in the state executive branch that includes experience equal to thirty-six months of full-time work as a Natural Resources Technician 1 or 2 shall be qualified.

**NECESSARY SPECIAL REQUIREMENTS**

Certain designated positions in this job class require applicants to obtain the required Commercial Drivers License and endorsements within a period of time as determined by the appointing authority at the time of hire.

Certain designated positions require the employee to be certified by the Department of Agriculture and Land Stewardship as a Pesticide Applicator within a period of time as determined by the appointing authority.

Effective Date: 04/07 CH