
LAC VIEUX DESERT BAND OF LAKE SUPERIOR CHIPPEWA INDIANS

HUMAN RESOURCES

*P.O. Box 129, N5384 US 45 Watersmeet, MI 49969
Phone: 906-358-4226 Fax: 906-358-4913*

**JOB DESCRIPTION**

POSITION: Hatchery Operations Tech

DEPARTMENT: Natural Resources Department

LOCATION: Fish Hatchery

SUPERVISOR: Natural Resources Director

EMPLOYMENT: Part Time Seasonal

SALARY: \$14.00/hour

DESCRIPTION:

The Fish Hatchery Tech will be under the supervision of the Natural Resources Director. This is limited term employment during the hatching season, typically a 12-week period starting in mid-April to early May. Employees will be “on call” for emergent situations. This position is responsible for leading daily operations of the Tribal Fish Hatchery, including egg incubation, fry rearing, water quality management, and hatchery maintenance. The Hatchery Operations Technicians ensures successful fish production from egg collection through fry and fingerling stages and maintains accurate hatchery records.

This position also supports field spawning operations and other fisheries activities as needed during peak periods.

DUTIES AND RESPONSIBILITIES:**Hatchery Operations**

- Lead all daily hatchery operations, including system startup, operation, and shutdown.
- Operate and monitor egg incubation systems, including flow rates, temperature, and water quality.
- Conduct egg treatments and removal of dead eggs.

- Monitor egg development and hatching success.
- Collect, count, and manage fry during and after hatch.
- Maintain optimal water quality conditions (temperature, dissolved oxygen, turbidity, pH).
- Clean and maintain tanks, jars, and hatchery equipment to ensure biosecurity.
- Record daily hatchery data using logs, tablets, or computers.
- Attend departmental meetings and provide hatchery reports.

Fish Rearing and Production

- Assist with early-stage fry rearing and feeding as applicable.
- Coordinate with field staff on production targets and stocking needs.
- Prepare fish for transfer to rearing ponds or stocking locations.

Facility and Equipment Maintenance

- Maintain hatchery systems, plumbing, and related infrastructure.
- Identify maintenance needs and coordinate with department Director and Environmental Officer for repairs.
- Ensure all equipment is operating safely and effectively.

Field and Program Support

- Assist with broodstock collection, egg take, and spawning operations as needed.
- Support transport of eggs from field to hatchery.
- Assist with pond operations, harvest, and stocking activities when required.

QUALIFICATIONS

- Ability to follow technical procedures and maintain detailed records.
- Ability to work independently and make informed decisions.
- Ability to lift up to 50 pounds.
- Willingness to work early mornings, nights, and weekends during peak periods.
- Valid driver's license.
- Ability to work in indoor and outdoor environments.

WORK ENVIRONMENT

- This position involves both indoor hatchery work and outdoor fieldwork. Work may occur in wet, humid, or variable conditions and may require extended hours during hatching and spawning periods.

QUALIFICATIONS:

- Must be able to work under pressure.
- Must be able to lift 50 pounds.
- Must be willing to travel for meetings, workshops, seminars, etc.
- Knowledge of Native American Tribes and the uniqueness of the LVD community.
- Must have a valid driver's license.
- Must be able to follow oral and written instructions, make informed decisions independently.
- Must always maintain a safe environment by following proper safety protocols for both the fish and staff members.
- Must be able to work long hours in outdoor conditions including nights and weekends.
- Must be able to pass any and all background checks or related pre-employment obligations.

SPECIAL REQUIREMENTS:

- None

The above statements are intended to describe the general nature and level of work performed by people assigned to this classification. They are not intended to be construed, as an exhaustive list of all responsibilities, duties and skills required of personnel so classified. Management retains the right to add or to change the duties of the position at any time. Must be able to pass a pre-employment drug screen and applicable background checks related to the position

Date Approved by the Tribal Council: 04/14/2026

Lac Vieux Desert Band of Lake Superior Chippewa Indians

Human Resources Department

P.O. Box 129, N5384 US 45

Watersmeet, MI 49969

Email: hr@lvd-nsn.gov

Website: <http://www.lvdcasino.com/Content/Careers.cfm>

Phone: 906-358-4226 Ext. 7318

Fax: 906-358-4913

JOB DESCRIPTION

POSITION: Fish Hatchery Technician

DEPARTMENT: Natural Resources Department

LOCATION: Fish Hatchery

SUPERVISOR: Natural Resources Director

EMPLOYMENT: Part Time Seasonal

SALARY: \$14.00/hour

Position Summary: This position is responsible for leading field-based fisheries operations, including broodstock collection, spawning support, rearing pond management, fish stocking, and support with aquatic invasive species management. The position requires boat operation, the use of nets, and specialized equipment such as the aquatic vegetation ecoharvester. This position also provides support to hatchery operations during peak periods.

DUTIES & RESPONSIBILITIES

- Lead field operations for broodstock collection, including setting and retrieving fyke nets and hoop nets.
- Operate boats and trailers for fish collection activities.
- Identify, handle, and transport broodstock safely.
- Assist with egg and milt collection and fertilization in coordination with hatchery staff.
- Transport fertilized eggs to hatchery facilities.

Rearing Ponds and Fish Production

- Lead setup and maintenance of rearing ponds, including filling, aeration, and system checks.
- Monitor pond conditions including temperature, dissolved oxygen, and water clarity.
- Assist with feeding growth monitoring, and fish health observations.
- Coordinate harvest and distribution of fingerlings.
- Support stocking operations in Tribal and partner waters.

Aquatic Invasive Species

- Operate and maintain the aquatic vegetation ecoharvester on Lake LVD and other water bodies.
- Conduct aquatic vegetation removal and disposal operations.
- Identify and monitor invasive aquatic plant species.
- Maintain AIS data records, including treatment locations, biomass removed, and effort.
- Assist with AIS prevention and monitoring activities as needed.

Equipment and Field Operations

- Maintain boats, trailers, nets, and field equipment.
- Ensure compliance with safety protocols and regulatory requirements.
- Prepare and transport equipment for field operations.

Hatchery Support

- Assist hatchery staff during peak spawning and egg collection periods.
- Support hatchery operations as needed to ensure successful fish production.

QUALIFICATIONS

- Ability to work outdoors in variable weather conditions, including early mornings, nights, and weekends.
- Ability to operate or learn to operate boats, trailers, and field equipment.
- Ability to lift up to 50 pounds.
- Strong problem-solving skills and ability to work independently in field settings.
- Knowledge of LVD community

PREFERRED QUALIFICATION

- Valid Driver's license.

WORK ENVIRONMENT

- This position involves both indoor hatchery work and outdoor fieldwork. Work may occur in wet, humid, or variable conditions and may require extended hours during hatching and spawning periods.

QUALIFICATIONS:

- Must always maintain a safe environment by following proper safety protocols for both the fish and staff members.
- Must be able to work long hours in outdoor conditions including nights and weekends.
- Must be able to pass any and all background checks or related pre-employment obligations.

SPECIAL REQUIREMENTS:

- None

The above statements are intended to describe the general nature and level of work performed by people assigned to this classification. They are not intended to be construed, as an exhaustive list of all responsibilities, duties and skills required of personnel so classified. Management retains the right to add or to change the duties of the position at any time. Must be able to pass a pre-employment drug screen and applicable background checks related to the position

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