

PART II DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT 5.111
STATE OF HAWAII 5.113

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Minimum Qualification Specifications 5.119
for the Classes:

FISHERY AID I
FISHERY AID II
FISHERY TECHNICIAN III
FISHERY TECHNICIAN IV
FISHERY TECHNICIAN V

Basic Education/Experience Requirement:

Experience requiring the ability to read, comprehend and apply written directions and a high degree of verbal skill. This experience may be met from part-time and/or unpaid work. There must, however, be evidence that participation was on a continuous basis but not necessarily on a full-time normal work basis. This requirement may also be met by: 1) possession of a high school diploma or equivalent; or 2) excess Specialized Experience as described below.

Experience Requirement

Applicants must have had progressively responsible work experience of the kind and quality described in the statements below and in the amounts shown in the following table, or any equivalent combination of training and experience:

Class Title	Specialized Experience (years)	Supervisory Aptitude (years)	Total Experience (years)
Fishery Aid I	0	0	0
Fishery Aid II	1	0	1
Fishery Technician III	2	0	2
Fishery Technician IV	3*	0	3
Fishery Technician V	4*	**	4

Specialized Experience: Progressively responsible subprofessional or technical work experience in some phase of fishery biological research, fishery technology, fishery management, fish hatchery management, technical fishery operations, or any closely related phase of the fishery field. Such experience must have demonstrated the ability to apply knowledge of methods and techniques of a limited range of fishery work; characteristics and limitations of established fishery practices and techniques; incidental, instrumental, laboratory, or manual skills; and the ability to communicate and deal effectively with others; read, comprehend and apply written and oral directions

The work experience must have included propagation or culture, harvest, research, conservation, or management on fishery resources or to the determination,

establishment, or application of biological facts, methods, techniques and procedures necessary for the research, conservation, or management of fishes and other aquatic animals, such as crustaceans and mollusks. Examples of qualifying work experience are:

1. Varied fishing experience which provided knowledge of such factors as fishing gear preparation, assembly and utilization; fish habits and habitats; and fish identification.
2. Fish culture experience (pond or hatchery) on an extensive commercial basis which required knowledge of fish reproduction, care and feeding; and fish disease prevention, diagnosis and treatment.

*For the Fishery Technician IV level, at least one (1) year of the required Specialized Experience must have been comparable to the Fishery Technician III level in the State service.

*For the Fishery Technician V level, at least one (1) year of the required Specialized Experience must have been comparable to the Fishery Technician IV level, or two (2) years of experience must have been comparable to the Fishery Technician III level in the State service.

**Supervisory Aptitude: Applicants for the Fishery Technician V level must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects of supervision, e.g., by serving as a group or team leader; or in similar work in which opportunities for demonstrating supervisory capabilities exist; or by the completion of training courses in supervision accompanied by application of supervisory skills in work assignments; and/or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Substitution Allowed:

Successful completion of coursework leading to a bachelors degree in fishery biology, marine ecology, or other closely related fields at an accredited college or university, may be substituted for the required Specialized Experience on the basis of fifteen (15) semester credit hours for six (6) months of experience (provided that at least 3 credits per semester were in the areas specified) up to a maximum of two (2) years.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must

have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

This is an amendment to the minimum qualification specifications for the classes FISHERY AID I AND II, FISHERY TECHNICIAN III, IV, AND V, which were approved on July 28, 1969.

DATE APPROVED: 12/13/13 *Lisa Hodges*
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