



Position Title: Aquaculture Nutrition Research Associate	Reports to: Brian Kowalkowski
Department: Continuing Education	FLSA Status: Non Exempt
Classification: Regular Full Time	Benefit Eligibility: Yes, Full Time Benefits
SOC Code: 45-2093	Last Updated: 10/25/2021
Home Campus: Keshena Campus	Posting Status: Second Posting – Open to All
Grant Funded: Fully Grant Funded	Application Deadline: December 17 th , 2021 @ 4:00 pm

Position Summary: The Research Associate will serve as a core support person to assist the PI and staff to perform research in aquaculture nutrition group at the College of Menominee Nation (CMN). He/she will be involved in nutritional requirements, nutrient metabolism and the evaluation of feedstuffs, in cultured aquatic animals. In addition, research will be focused on the use of enzyme assays and nutrigenomics approaches in aquatic animal nutrition research.

Position Responsibilities & Duties:

- Assist the PI and other supporting staff in designing experiments; mentor, supervise and lead high school, undergraduate and graduate students.
- Assist the PI and implement Evans Allen research project proposal and other projects.
- The incumbent will conduct collaborative and independent research to determine the nutritional requirements of fish, applicability of feed additives, and evaluation of novel raw materials in diets.
- The incumbent will source ingredients, prepare fish diets, setup and conduct indoor and outdoor nutrition experiments.
- Other duties include care and feeding of fish, monitoring fish health and routine maintenance of fish rearing systems and monitoring of water quality parameters, performing biochemical analysis such as enzyme assays, performing molecular biology analysis such as DNA and RNA extraction from gut microbiota and animal tissues and quantification. Maintains inventory of chemicals, prepares solutions and reagents for use in the laboratory according to established protocols.
- To record and maintain experimental data in proper spreadsheet layout.
- Assist the PI and students in the writing and submission of peer reviewed manuscripts.
- Track applications and correspondence of potential graduate students and student progress.
- Review theses for proper format
- To assist CMN faculty and staff in using research equipment.
- Other related duties as required.
- Other duties as assigned.

Minimum Qualifications-To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- M.Sc degree in Natural Resources, Hydrology, Biology, Fisheries or other closely related field.
- Practical experience in research methodology in the area of Fish Nutrition.
- Experience with nutrition studies with shrimp and finfish (e.g., Pacific white shrimp, largemouth bass, and hybrid striped bass) including growth and digestibility evaluations.

- Knowledge of finfish diet formulation and manufacture, analysis, and setup of nutritional studies and biological sampling is needed. Knowledge of fish physiology, husbandry and molecular biology is desirable.
- Applicants should have the ability to work independently and as part of a team with excellent written and oral communication skills.
- Analytical ability to include computer skills, statistics and analysis of database.
- Excellent interpersonal and communication skills along with problem-solving expertise are essential.
- Ability to maintain concise and accurate records
- Ability to work independently with minimum supervision, but cooperatively with others
- Must be able to manage multiple projects/priorities
- Good organizational skills
- Exhibit professional and personable demeanor

Desired Qualification:

- M.Sc. degree in Aquaculture / Fish Nutrition and Physiology, Natural Resources or related field.

Reporting to this Position: Student Workers

Physical Demands & Work Environment:

Physical demands are classified as Moderate - lifting no more than 50 pounds at a time with frequent lifting or carrying of objects weighing up to 25 pounds.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Performs maintenance Functions - Frequently
- Exposure to office/class room environment - Occasionally
- Exposure to shop or maintenance environment - Occasionally

Tools & Equipment Used: With training, a basic understanding of aquaponics and running an aquaponics system.

APPLICATION PROCESS

A complete application includes:

- Letter of Interest
- Current Resume
- Completed CMN application form (available under job opportunities at <http://www.menominee.edu/careers>)
- Copy of all college level transcripts (official transcripts required upon hired)
- Three professional letters of reference
- Copy of valid WI driver license
- Proof of relevant certificates or training
- Proof of Tribal enrollment status
- Proof of honorable or general military discharge paperwork (if applicable)

It is not the responsibility of CMN to notify applicants of missing documentation. Incomplete application packets will not be considered.

Application materials can be mailed to:

College of Menominee Nation

Attn: Human Resources

P.O. Box 1179

Keshena, WI 54135.

or

Email to: hr@menominee.edu

An online application is available at: <http://www.menominee.edu/careers>

Posting closes at December 17, 2021 @ 4:00 pm

NOTE: Pre-employment drug testing is part of the hiring process.

EOE/MITW 82-10