



College of
Menominee
Nation
KESHENA • GREEN BAY

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:	Last Updated: 12/19/2024
Home Campus: Keshena Campus	Pay Grade: New Positions Require Meeting with HR
Grant Funded: Fully Grant Funded	Application Deadline:

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 TCRGP 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.
- To assist CMN faculty and staff in using research equipment.
- 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 finfish (e.g., largemouth bass, walleye and bluegill) 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.

		1-33%	34-65%	67-100%			1-33%	34-65%	66-100%
		of time	of time	of time			of time	of time	of time
Activity	Never	Occasional	Frequent	Constant	Activity	Never	Occasional	Frequent	Constant
Bend	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Lift/Carry				
Squat/Kneel	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	10 lbs or less	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Twist/Turn	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	11-20 lbs	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Climb	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	21-30 lbs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crawl	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	31-50 lbs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reach	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	51-75 lbs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Handling/Fingering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	76-100 lbs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grasping	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Push / Pull				
Repetitive Motion	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	12 lbs or less	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Stand	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	13-25 lbs	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	26-40 lbs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	41-70 lbs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special Activities					71-100 lbs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hand Control-L&R	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Tools				
Foot Control-L&R	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Small Hand	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Type/Keyboard	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Power	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Drivers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Forceful Grip	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. I have read and understand the expectations and physical requirements of this job description.

Print Name: _____

Date: _____

Signature

The above noted position description is not intended to describe, in detail, the multitude of tasks that may be assigned but rather to give the employee a general sense of the responsibilities and expectations of his/her position. As the nature of business demands change so, too, may the essential functions of this position.