



TITLE: Assistant Professor of Environmental Science and Studies (Fisheries Biology)

COLLEGE: Arts and Science

REPORTS TO: Chair of Science Department

FLSA: Exempt (10.5 months)

SALARY: \$69,519- \$74,000 (Commensurate with education and experience)

POSITION SUMMARY:

The Science Department at Heritage University (HU) invites applications for an Assistant Professor in Environmental Science and Studies (ESS).

Heritage University is a private, four-year, nonprofit, fully-accredited institution located on the ancestral grounds of the Yakama Nation, in the midst of an agriculturally-based community. The individual must be committed to the HU mission of excellence in teaching, research, and outreach, which includes strong mentorship of undergraduate students. HU is grounded in the belief that a college education should be accessible to anyone with the talent and drive to pursue a degree; regardless of economics, culture, or geographic locations. The person hired will be responsible for conducting research and teaching activities in fisheries ecology in streams, rivers, reservoirs, and associated freshwater communities. The candidate is expected to incorporate Indigenous Knowledge Systems (IKS) in the curricula of the fisheries concentration they are charged with developing in order to complement the IKS emphasis of the HU ESS Program. Additionally, they will be expected to seek funding from private, state, and federal agencies and organizations for research programs; develop and implement research projects addressing Tribal, local, state, and regional issues and concerns with lentic and lotic waterbodies; and provide knowledge and leadership for undergraduate student research and development. HU has a strong partnership with the Yakama Nation Department of Natural Resources as well as many other state and federal agencies which the candidate will be expected to further foster and develop.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. Represents Heritage University in the most positive manner with prospective, former and current students, clients, suppliers and the community we serve. Interacts effectively with a diverse group of faculty, staff, students and other customers of our services, learn and use operating practices of the department and Heritage University.
2. Upholds the Heritage University Mission Statement.
3. Candidate should be competent in the application of quantitative research methods and will be expected to develop classes with both strong field and data analyses training components.
4. Teaches lecture and laboratory classes in Principles of Ecology, Introduction to Fisheries, Ichthyology, Introduction to R (statistics), GIS, and related environmental science, environmental studies and biology topics.
5. A demonstrated record of high-quality scholarship in, or related to, fish ecology, fisheries and/or aquatic science, and natural resource management. Familiarity with salmonids and/or aquatic freshwater species of the Pacific Northwest is preferred.

6. Provides academic assistance to students in environmental science, environmental studies, and related biology programs outside of normal class hours and demonstrates a willingness to work with and motivate these students, such as supervision of independent projects and workshops to better prepare students for academic success.
7. A strong vision for undergraduate teaching and mentorship including ability to work effectively with a diverse community of students (HU is a Hispanic Serving Institution and a Native American Serving Non-Tribal Institution), faculty, and staff while instilling and maintaining rigorous academic standards.
8. Advises and mentors students in the environmental science and studies and biology programs on a broad range of topics including degree requirements, strategies for academic success, and career opportunities.
9. Maintains and expands collaborations with partner institutions to place students in summer research internships.
10. Writes grant proposals to support undergraduate science students and research projects.
11. Contributes to science department degree programs improvement with focus on regional needs.
12. Handles confidential information with tact, discretion, and in compliance with the Federal Educational Right to Privacy Act (FERPA) regulations.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

1. A Ph.D. in fisheries science, aquatic ecology, or closely related environmental/natural resource field completed prior to August 1, 2026. Excellence in written and oral communication skills is required.
2. Ability to develop effective outreach and engagement projects with community, agency, NGOs, Tribal, and/or private sector partners.
3. Additional desired qualifications include American Fisheries Society (AFS) Certification; expertise and experience in management and research in fisheries and aquatic habitat, aquatic entomology, management and restoration of native aquatic populations, aquaculture, or related topics.
4. Personal transportation and willingness to travel.

OTHER DUTIES AND RESPONSIBILITIES:

- Assist the Science Department Chair with continual program development.
- Participate in unit meetings and other university-wide activities/committees.
- Other duties as outlined in the Faculty Handbook and assigned by the Science Department Chair.

BENEFIT PACKAGE (*benefit eligible is at least .75 FTE*):

- Health Benefits - medical, dental, and vision
- No cost life insurance.
- Paid Time Off
- 21 Paid Holidays
- Matching 403(b) Contribution after a year of service.
- Tuition Waiver Program- 6 month waiting period
- Additional plans are available for purchase. This includes AFLAC and additional life & ADD insurance.
- Many other employee engagement programs.

APPLICATION INFORMATION AND DEADLINE:

- Cover letter (please address all position qualifications – required and preferred)
- Vita/Resume
- Teaching Statement
- Diversity Statement
- Unofficial Transcripts
- Three (3) Reference Letters
- HU Employment Application | Link: [HU Application](#)

Review of applications will begin immediately and will continue until the position is filled.

To apply, please email application material to: Humanresources@heritage.edu or Heritage University Office of Human Resources 3240 Fort Road Toppenish, WA 98948

Heritage University is an equal opportunity/ equal access/ affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and State laws, regulations, and executive order regarding non-discrimination and affirmative action.