Resource Scientist or Senior Resource Scientist – Anadromous Fish

Tracking Code 5022
Job Location Boise, ID
Wage $89,668.80 - $140,108.80, Exempt
Application Deadline 11/16/2026

JOB DESCRIPTION

Idaho Power — located in vibrant Boise, Idaho — is looking for a *Resource Scientist or Senior Resource Scientist* to join our Power Supply team. It's an exciting time to work for Idaho Power. Our work plays a critical role in communities we serve across Idaho and Oregon, and we're working hard to provide our customers with the safe, reliable, affordable energy they depend on. While this position is based at Idaho Power's downtown Boise location, we offer both flexible schedules and the opportunity to work up to 40% remote. Relocation assistance may also be provided to the successful candidate.

What does a Resource Scientist or Senior Resource Scientist do for us?
Operating under general supervision and oversight, a Resource Scientist has an intermediate level of technical expertise in their field. They apply appropriate scientific methods and literature to address research questions. With increasing experience, this role plans and leads multiple simple projects or an intermediate complex project, increasingly interfacing with internal departments and external organizations, and receives guidance from leaders and other scientist or environmental professionals as needed. A Senior Resource Scientist may lead multiple complex projects with a team of employees and/or contractors on a project basis. Additionally, a Senior Resource Scientist mentors other environmental professionals and staff as needed.

The Anadromous Fish Evaluation Resource Scientist or Senior Resource Scientist will lead several components of an anadromous fish placement, evaluation, and monitoring plan. Key responsibilities include leading adult placement and spawning evaluations, evaluations of natural fish production including the collections and monitoring of juvenile fish, juvenile fish entrainment potential, and general and detailed habitat evaluations. Plan implementation will require frequent collaboration and consultation with state and federal agencies. The position will lead field crews collecting data and conducting work using a variety of sampling/monitoring equipment, including radio telemetry, aerial drones, PIT tags and permanent antennas, genetic tissue samples, screw traps, and picket-style weir traps. The position will also have a key role in planning and implementing a watershed-level habitat enhancement program focused on improving aquatic habitat and fish passage. Responsibilities will include coordinating with agency and project partners and helping lead the development and implementation of habitat enhancement and fish passage projects. Strong analytical, writing, and communication skills are required to effectively analyze data, create annual reports, and present project work plans and results to consulting entities.

In addition to the meaningful work we do, we offer work-life balance, competitive pay and benefits, an employee incentive plan, and both a 401k employer-match and a pension plan, making Idaho Power one of the best employers in the state.

A COMPETITIVE CANDIDATE WILL HAVE

Knowledge of:

- General knowledge of natural resources principles and the application of scientific methods
- Moderate degree of specific knowledge related to the resource discipline and how it relates to electric utility operations and the business environment

Preferred:

- Moderate knowledge and understanding of natural resources principles and the application of scientific methods and sampling designs and statistical analyses
- Moderate level of specific knowledge related to the resource discipline and how it relates to electric utility operations and the business environment

Skills in:

- Interdisciplinary skills
- Effective oral and written communication

- Proficient use of computers and software related to position
- Proficiency in synthesizing data

Preferred:

- Demonstrated interdisciplinary skills
- Proficient in independent oral and written communication with the ability to convey complex fisheries science and management concepts to diverse internal/external stakeholders
- Proficient use of computers and software related to environmental research
- Moderate to high-level understanding and knowledge of fishery principles and the application of scientific data and analyses
- Demonstrated ability to integrate and apply knowledge from multiple disciplines such as fisheries science, ecology, and resource management
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Ability to:

- Manage and coordinate simple to moderately complex projects
- Establish and maintain effective working relationships
- Work effectively both independently and on project teams
- Develop alternatives and work collaboratively with others to evaluate their value and potential for meeting company needs
- Analyze complex datasets and databases
- Produce professional written and oral reports of issues, alternatives, and recommendations

Preferred:

- Manage and coordinate moderately complex projects
- Establish and maintain effective, professional working relationships
- Work effectively both independently and on project teams
- Independently develop alternatives and work collaboratively with others to evaluate their value and potential for meeting program and company needs
- Conduct analyses of complex datasets and databases

MINIMUM REQUIREMENTS

Resource Scientist

Education:

- Master of Science in Natural Resources, Environmental Science, or Biology from an accredited institution

Preferred:

- Master of Science in Natural Resources, Environmental Resources, or Biology related field – Thesis based

Experience:

- N/A

Preferred:

- 3 years of related experience

Licenses & Certifications:

- Valid driver's license with an acceptable driving record based on driving requirements for the position
- Valid Department of Transportation (DOT) Medical Card or ability to obtain prior to hire

Preferred:

- Relevant professional societies or organizations

Senior Resource Scientist

Education:

- Master of Science in Natural Resources, Environmental Science, or Biology from an accredited institution

Preferred:

- Master of Science in Natural Resources, Environmental Resources, or Biology related field – Thesis based

Experience:

- 5 years of related experience

Preferred:

- 7 years of related experience

Licenses & Certifications:

- Valid driver's license with an acceptable driving record based on driving requirements for the position
- Valid Department of Transportation (DOT) Medical Card or ability to obtain prior to hire

Preferred:

- Relevant professional societies or organizations

PHYSICAL REQUIREMENTS

This position walks/hikes up to 1-3 miles on ascents/descents and at times on steep, unconsolidated slopes, in all seasons/weather conditions, (with the ability to take self-paced breaks when needed). A 40 lbs. backpack may be carried. Lifting up to 50 lbs. to waist height, 50 lbs. shoulder height/overhead, and pushing/pulling up to 50 lbs. is performed occasionally. Squatting and crouching is performed occasionally. Stooping/bending, kneeling, reaching, and twisting are required frequently. Climbing is required occasionally onto/from equipment and machinery. Operation of ATVs, UTVs, and jet boats in river conditions, may be required to reach habitats. Job placement is contingent upon successful completion of a pre-employment physical evaluation, the Department of Transportation (DOT) medical certificate exam. The above is a summary of the primary essential functions of the position. This job may require the performance of additional tasks assigned by company leaders or management. Questions regarding job requirements or accommodation requests should be directed to Human Resources.

ADDITIONAL REQUIREMENTS

Travel with out-of-town stays will be required.

#IPC1

JOB COMPETENCIES

Building Partnerships, Communication, Decision Making, Emotional Intelligence, Safety Focus, Work Standards

To be considered for this position, please visit our website at www.idahopower.com/careers and complete our online application.

All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex (including pregnancy), age, sexual orientation, gender identity, genetic information, veteran status, physical or mental disability, marital status, and any other status protected by applicable federal and state laws.

If you have questions, or require assistance or accommodation to complete the online application, please contact us at: Phone: 208-388-2965 or Email: jobs@idahopower.com

Idaho Power is an Equal Opportunity Employer