



PORT GAMBLE S'KLALLAM TRIBE  
NATURAL RESOURCES DEPARTMENT  
31912 Little Boston Rd. NE – Kingston, WA 98346

**Request for Proposals**  
**Port Gamble S'Klallam Tribe**  
**Natural Resources Department**  
**Research & Data Scientist Consultant**  
**Posted: 10/09/25**  
**Proposals Due: 10/24/25**

The Port Gamble S'Klallam Tribe's Natural Resources Department is currently seeking proposals from qualified individuals to implement supportive research scientist services for survey analysis support and data management specific to our ongoing Dungeness Crab Adult Biomass Surveys.

**I. Port Gamble S'Klallam Tribe**

The Port Gamble S'Klallam Tribe (PGST) is located at 31912 Little Boston Road NE in Kingston, WA, on Port Gamble Bay in Hood Canal. The PGST's Natural Resources Department (Department) protects and restores natural resources and upholds the PGST's treaty rights. The Department staff is organized within eight programs, including the administrative team and the Environmental, Finfish, Forest, Hatchery, Research, Shellfish, and Wildlife Programs.

**II. Survey Analysis & Data Management Plan**

The overarching goal of PGST's current Dungeness crab research is to produce and test an inclusive, fishery-independent survey method. We are collecting high-quality Puget Sound Dungeness crab population data to support long-term management of this culturally and economically important shellfish resource. These data are needed for co-managers to evaluate current population status and inform decisions about sustainable harvest. At this time, both state and tribal comanagers have executed multiple survey designs and the goals of work included in this proposal are:

1. Comparing results from contemporary surveys to determine the most effective method for generating robust estimates of Dungeness crab abundance and distribution in management areas.
2. Determine optimal biological metrics and sampling resolution that are needed to assess trends and variability in Dungeness crab population health and productivity in Puget Sound.



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The Department is engaging prospective research scientist consultants to implement the above goals based on an assessment of the current data needs by Puget Sound Dungeness crab co-managers and research partners. We are seeking individuals with experience in quantitative data management and analysis, knowledge of commercial fisheries management, and understanding of the co-management framework used to manage fisheries in Washington State and the Puget Sound.

By the end of the project period the data scientist consultant (Consultant), under the guidance of PGST's crustacean shellfish manager (Manager) and in collaboration PCRG Adult Crab Survey Working Group (PCRG) will produce the following deliverables:

- An inventory of past and present Puget Sound Dungeness crab surveys, methods, data, and primary aims.
- Complete protocols and guidelines document that details methods for an opt-in, standardized, Puget Sound Dungeness crab population survey to address multiple goals. This document will include recommendations for data sharing infrastructure for Puget Sound co-managers and scientists.
- A survey site selection tool (shiny application) to assist in survey design studies and survey implementation.
- (Optional) Participation in on going field work and in a peer-reviewed research publication comparing the performance of various fishery-independent survey designs for producing high-quality information needed to assess Dungeness crab population abundance and population health.

These deliverables will provide the Manager as well as other Tribal and state co-managers with the resources needed to collect the biological data needed to adaptively manage a critically important species in a constantly changing environment.

### III. Scope of Work

The Consultant's work will leverage the experience of PGST's crustacean shellfish manager, other state crustacean co-managers and PCRG's crab program manager. PCRG is a consortium of scientific research partners, resource managers, and community members working collaboratively to improve understanding of regional crab species in Puget Sound. The consultant will participate in our PCRG-led working group that is composed primarily of Puget Sound Dungeness crab co-



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managers (including PGST) who have a need to develop resource-efficient, yet statistically robust survey protocols.

**A. Implementation Objectives:**

Objective 1. Utilize data from past and current crab survey efforts to compare the performance of different survey designs for quantifying abundance and monitoring population trends.

With guidance from the PGST Manager and our collaborators at PCRG, the Consultant will compile an inventory of the various Dungeness crab monitoring programs, methodologies and data streams to date in Puget Sound. Several management entities have been utilizing various fishery-independent survey methods to collect data that best serve their individual programs' goals and interests. However, there is no central inventory of these region-wide efforts, including the types and the spatial and temporal resolution of data collected. Next, the Consultant will evaluate the performance of alternative adult crab survey methodologies (index stations, stratified random sampling, systematic random sampling, etc.) for the ability to generate accurate estimates of Dungeness crab abundance, assess population trends and provide important biological metrics needed to produce robust stock assessments (e.g. maturity, growth). This quantitative analysis will be conducted within a simulation modeling framework and parameterized with available data and information from previous and current surveys. The research scientists will work with the PGST Manager, and other project partners to review the overall performance of alternative survey designs and conduct an initial assessment of the logistical and financial feasibility of the methods examined.

Objective 2. Identify optimal survey design methodology to address multiple management priorities for Puget Sound Dungeness crab through a collaborative stakeholder engagement process.

In coordination with PGST's Manager, the Consultant will conduct a series of semi-structured interviews with fishery managers who will provide feedback on the feasibility of implementing proposed survey designs via fisher vessels across different geographic areas throughout Puget Sound. During these interviews, stakeholders will be asked to provide guidance on critical aspects for implementing



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each design, including efficiency, cost, collaboration potential, availability of resources, procurement of materials/supplies, logistics, safety, and trust in the output.

Objective 3. Produce documentation and tools to support future implementation of surveys for Puget Sound fisheries managers and scientists.

The Consultant will produce a comprehensive set of materials, documentation and tools that will allow co-managers and research teams to quickly and efficiently plan and implement Dungeness crab surveys in Puget Sound. Materials produced will include, 1) A technical report outlining the approach and decision making for selection of an optimal Puget Sound Dungeness Crab survey method, 2) a complete survey methods and protocols document that provides detailed procedures for conducting the survey and guidelines on gear, bait, materials, soak times, depth strata, site selection, data collection, data treatment, etc., 3) a web-based interactive tool and receive a set of sampling locations, and 4) a list of recommendations for data sharing infrastructure geared towards Puget Sound co-managers and researchers to increase collaboration and data accessibility. All survey-related materials and reports will be hosted on PCRG's publicly accessible website.

**B. Steps for Consultant Contract:**

**Step 1: Introduction, Contract and Scope of Work**

- The consultant will have an introductory online meeting with the PGST's Manager and the Natural Resource Assistant Director to finalize a consultant contract and preliminary scope of work, and to gain a mutual understanding of the implementation objectives.
- The consultant will attend an introductory meeting with PGST's Manager and PCRG working group members to familiarize themselves with the scope of work and materials needed to achieve objectives 1-3 and set a timeline for workflow.

**Step 2: Task Implementation**

- The list of implementation objectives will be completed in coordination with the PGST's manager, PCRG and other collaborating state co-managers.
- Timelines will be developed for deliverables.
- With PGST and PCRG, the consultant will develop deliverables appropriate to achieving objectives in desired timeline.



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- The consultant will participate in regular meetings (e.g. monthly, bi-monthly) as needed with the PCRG and PGST's manager to track task implementation.

### C. Timeline

Below is the anticipated timeline of the RFP:

1. RFP Issuance – October 09, 2025 (posted on PGST Website Events Page)
2. Questions Due from Applicants – October 16, 2025, at 4:00pm
3. Questions Answered by PGST – October 17, 2025, by 4:00pm (posted on PGST Website Events Page)
4. Proposals Due – October 24, 2025, by 8:00am
5. Consultant Selected – November 13, 2025, by 4:00pm

### D. Proposals

Proposals should include the following information:

1. Description of your qualifications and services,
2. Bios of the consultant that will work on the project,
3. Proposal of approach (If different from above give reasons for differences),
4. Three References (Ideally similar organizations/similar scopes).

### Point of Contact

All questions should be emailed to Courtney Hart, Natural Resources Department Crustacean Shellfish Manager, at [chart@pgst.nsn.us](mailto:chart@pgst.nsn.us) and be received by October 17, 2025. Answers will be posted to the PGST Events webpage, the same location as the RFP posting.

All proposals (in PDF) must be emailed to Courtney Hart, Natural Resources Department Crustacean Shellfish Manager, at [chart@pgst.nsn.us](mailto:chart@pgst.nsn.us) and be received by the 4:00pm deadline on October 24, 2025. Please title the email subject line with "RFP: NR Dept Crab Data Scientist" and your name.

### Schedule

Intended start of consultant work is January 5, 2026, and end June 15, 2027 (18 months).