

2017

**Missouri State Employee Award of Distinction**

James Civiello

Category: Leadership

Nominated by: Brian Canaday

Department of Conservation



**James Civiello**

Hatchery Systems Supervisor  
Fisheries Division

James Civiello is a leader whose efforts have improved hatchery operations, and increased fish populations. He has played an integral role in the advancement of trout culture in Missouri. He developed a complex seasonal trout production schedule at Shepherd of the Hills Hatchery, providing oversight for large hatchery renovation projects. He is responsible for developing a computer program to track trout production and feed use in the Department's Coldwater hatchery system, and improving feed contracts to better adjust to fluctuating market costs. He has also coordinated with research staff to improve the nutritional feed content. Serving as the Coldwater and Warm Water Hatchery System manager (nine hatcheries total), he pioneered the culture of Ozark and Eastern Hell Benders developing techniques now used for propagation and culture at the St. Louis Zoo.

He has consistently demonstrated true leadership through innovation, dedication, and a "can-do" attitude. He willingly takes on difficult tasks and shows professionalism in representing the Department of Conservation and the resources he is dedicated to managing. James is one of the "faces of the Department" in southwest Missouri, working closely with community leaders on a variety of projects. His leadership in national organizations allows for the coordination among other states and has led to the restoration of striped bass. His professional demeanor, creativity, and work ethic are the hallmarks of an excellent public servant.