



HOH INDIAN TRIBE

P.O. Box 2196 • FORKS, WASHINGTON 98331
TELEPHONE (360) 374-6582 • FAX (360) 374-5426

Position Description

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| Job Title | Field Biologist – Habitat & Water Quality |
| Department | Natural Resources |
| Reports To | Director of Natural Resources |
| Status | Permanent / Full Time |
| Salary Range | D.O.E./Q. |
| Location | Hoh Tribe Reservation and Usual and Accustomed Treaty Areas |

Summary

The Field Biologist will identify, prioritize, and implement water quality and habitat protection, restoration, and enhancement measures and work cooperatively with state and private resource managers to evaluate, enhance and mitigate potential impacts that result from Timber Practices, Transportation Projects, and other Land use Practices that occur within the Hoh Tribe's Usual and Customary areas. Biologist will work to expand the Tribe's Water Quality Program and habitat restoration projects and ensure compliance with all related state and federal grants including the GAP grant. Biologist will coordinate work with other Department of Natural Resources staff, volunteers, tribal policy makers, and state and federal agencies on water quality issues, watershed preservation and habitat restoration.

Duties and Responsibilities The duties of this position include, but are not limited to:

- Develop, implement and manage a quality grant funded Water Resources and habitat restoration program.
- Develop and implement long term, adaptive strategies to assess and respond to potential impacts from land management practices and climate change.
- Work cooperatively with other DNR staff, other tribes and state and federal agencies to develop and implement water quality programs and habitat restoration projects through defensible, effective policy development.
- Monitor water quality and quantity on a daily, weekly and monthly basis for temperature, turbidity, pH and dissolved oxygen as needed and conduct analysis for reporting.
- Use GIS data to improve data analysis and spatial relationship to other biological and physical data being collected by the tribe.
- Manage tribal HAZWOPER emergency hazardous waste and oil spill response program.

- Make presentations to Tribal Members, Tribal Councils, state and federal agencies, and other community groups to educate and promote the Tribe's policies on various issues.
- Prepare written reports, drawings and presentations for management, Tribal Council and state and federal agencies and respond to requests from outside state, federal and tribal agencies.
- Submit monthly progress reports to the Director of Natural Resources and participate leadership meetings
- Evaluate, monitor, and make recommendations for corrective action on environmental activities that pose a potential impact to fish, aquatic and riparian habitat, and/or water quality and quantity.
- Identify, prioritize, and implement cooperative habitat protection, restoration, and enhancement measures with state and private resource managers to enhance rivers, wetlands and fish and wildlife habitat of the Hoh Tribe's U & A.
- Conduct habitat monitoring, inventories, and other activities as necessary to maintain data on the Hob Tribe's U & A utilizing Geographic Positioning Systems, Geographic Information System technology, aerial photos, and other mapping and recording tools.
- Participate in the collection, monitoring and reporting of shell fish biotoxins and fish sampling utilizing electrofishing equipment and smolt traps.
- Provide technical support to policy representatives of the Hob Tribe
- Maintain and implement best practices obtained through conferences and workshops and work with outside agencies.
- Lead field crews in data collection, facilitate day-to-day data collections of statistical data.
- Assess stream and wildlife habitat and record, maintain and organize field records using technology and field databases.
- Work cooperatively with Fisheries and Timber Biologist to evaluate upstream and downstream migrant evaluations and environmental impacts on fish and wildlife.
- Attend coordinated water quality program and climate change meetings and trainings to promote the Tribe's interests and maintain meetings and climate change forums.
- Performs other related duties as required.

Skills and Specifications

- Ability to understand and communicate ecological, geological, and hydrologic concepts effectively.
- Ability to work independently with minimal supervision.
- Ability to work cooperatively with other staff, tribal members and outside agencies.
- Ability to travel state and nation wide for meetings, trainings and conferences, as required.
- Excellent written and oral communication skills and ability to present information in a clear, concise manner.
- Knowledge of Windows based PC programs, including Microsoft Word, Excel and PowerPoint.
- Knowledge of fish and wildlife passage and environmental impacts.
- Experience maintaining complex multi relational databases in Microsoft Access or other platforms
- Experience in writing scientific and informational reports
- Experience with water quality and fisheries data collection and sampling techniques.
- Experience with accurate, quality data collection techniques and reporting of complex statistical data.
- Experience with fish spawning surveys using snorkel, raft and shoreline techniques
- Experience operating traps, GPS, GIS and handheld data recorders
- Ability to work cooperatively and as part of a team with outside agencies, Tribal membership and coworkers.
- Demonstrated organizational and group leadership skills.
- Ability to meet deadlines and achieve program objectives
- Must be able to travel state and nation wide for meetings, trainings and conferences, as required.

- Ability to work flexible hours when necessary or as directed.

Working Conditions

Must be able to perform the essential functions under the working conditions for the position. Physical surroundings are primarily in the field (woodlands, wetlands, grasslands, etc.) and may be subject to extreme conditions, including weather, pollens, dust and wildlife with some office hours. Position requires good mobility with frequent walking, hiking, climbing, standing, stooping, kneeling, bending, crouching with frequent lifting/moving of up to 25 pounds and occasionally lifting of up to 50 pounds. General office environment requires manual dexterity and manipulation of hands and fingers to operate keyboards and office equipment to include keyboard and mouse use, ability to reach with hands and arms, ability to listen and communicate both verbally and in writing, and the use of close peripheral for short and long distance with ability to adjust focus on a regular basis.

Education and Qualifications

- Bachelor's degree in hydrology or related environmental science field required with four (4) years related experience, preferably with two (2) years in natural resource and/or environmental policy development. Master's degree in hydrology, environmental science or related field preferred.
- Demonstrated knowledge of federal natural resource and environmental policy.
- A valid Washington State Driver's License or ability to obtain and meet GSA driver requirements
- ARC/GIS knowledge of equipment and mapping preferable.
- Experience working with Native American culture and community preferred.
- Must adhere to the personnel policies and drug and alcohol policies.
- Must submit to and clear a pre-employment alcohol and drug test, and criminal background check
- Possess or obtain a valid CPR/First Aid Certification.

This position is covered by the provisions of the Crime Control Act of 1990, Subchapter V - Employee Background Checks (42 U.S.C. 13041) and the Indian Child Protection and Family Violence Prevention Act of 1990 (25 U.S.C. 3201-3210). As such, each applicant will be required, as a condition to employment, to submit to a criminal history background check.

Except as provided by the Federal Indian Preference Act, Title 25 USC 45 – 46, there will be no discrimination based on race, color, age, sex, sexual orientation, national origin, physical or mental handicaps, marital status, political membership or non-membership in an employee organization. If the applicants have equal qualifications, preference will be given to Native Americans and Alaskan Natives. Applicants claiming Indian preference must submit verification of Indian certification by tribe of affiliation or other acceptable documentation of Indian heritage. All other interested persons must submit complete applications to be considered for employment. All applicants are subject to employment drug and alcohol testing and a criminal background check. Some positions are subject to a review of the driver's license abstract.

TO APPLY: Download the Hoh Tribe Employment Application at www.hohtribe-nsn.org. Submit a complete application along with a cover letter, resume containing three professional work references. If claiming Tribal hiring preference, please include this in your cover letter along with the tribal affiliation. Complete applications may be submitted electronically to www.hr@hohtribe-nsn.org or via fax to 360-374-5426. Application materials may also be mailed to the following address:

Hoh Indian Tribe
ATT: Human Resources
P.O. Box 2196
Forks, WA 98331