



OPEN: 9/23/15
CLOSE: 10/16/15
OPEN UNTIL FILLED

The Klamath Tribes

EXEMPT X
NON-EXEMPT

JOB DESCRIPTION

POSITION: AQUATICS SUPERVISOR

RESPONSIBLE TO: Natural Resources Director

SALARY: GS-12 \$59,373 - \$77,184 Annual/Full Benefits
GS-13 \$71,264 - \$91,781 Annual/Full Benefits

Starting salary will be determined by funding, experience, and training level and normally is not above the first grade, mid-step range.

CLASSIFICATION: Professional/Management, Regular, Full-Time

SPECIAL CLASSIFICATION: This position is considered fully-exempt for Klamath Tribal members in accordance with the *Klamath Tribes Administration Policies & Procedures Reporting and Recordkeeping for Fishing Rights-Related Activity*.

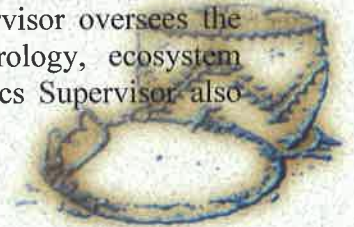
LOCATION: The Klamath Tribes Research Station
5671 Sprague River Highway
Chiloquin, OR 97624

INTRODUCTION

The Aquatics Supervisor's primary responsibilities are managing the team of Aquatics Program professionals and scientists and overseeing the administrative functions of the Aquatics Program.

Under the general guidance and administrative control of the Natural Resources Director, the Aquatics Supervisor performs the overall planning, execution, and evaluation of programs and services within the Aquatics Program and ensures work is completed in compliance with applicable tribal and federal policies, procedures, and regulations. The Aquatics Supervisor oversees the various components of the Aquatics Program including fisheries, hydrology, ecosystem restoration, and the Sprague River Water Quality Laboratory. The Aquatics Supervisor also

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advises the Ecosystem Restoration Team and the Department interdisciplinary teams for federal NEPA project planning efforts. The Aquatics Supervisor serves as the immediate supervisor to the Aquatics Program's professional and office support staff.

The Aquatics Supervisor is responsible for programmatic implementation of the established goals of the Klamath Tribes regarding fisheries, hydrology, water quality and aquatic ecosystem restoration and enhancement. Primary focus will be on the upper Klamath River Basin, but some issues will encompass the entire river basin. Principal issues include: managing for the recovery of the endangered cwaam (Lost River sucker) and q'apdo (shortnose sucker) fisheries; re-establishing extinct runs of Chinook salmon and steelhead; managing and enhancing redband trout populations; restoring and enhancing rivers, lakes and wetlands; control and remediation of non-point source external nutrient loading to the hypereutrophic Upper Klamath Lake, as well as control and remediation of internal nutrient loading in the lake; and research and monitoring needed to support these activities.

This position is located in Natural Resources Department.

MAJOR DUTIES AND RESPONSIBILITIES

1. Manages staff scientists and professionals as collaborative teams designed to distill diversity of scientific perspectives into effective aquatic ecosystem management strategies.
2. Develops, based upon ongoing input from staff scientists and guidance from appropriate Tribal entities, aquatic ecosystem management strategies designed to accomplish goals of the Klamath Tribes.
3. Communicates such strategies to appropriate Tribal entities, and once approved, implements aquatic ecosystem management strategies. Such implementation will take many forms, including policy-level interactions with external agencies and groups; oversight of staff scientists charged with implementing specific components of such strategies; and pursuit of the funding needed to fully implement the strategies.
4. Provides an interface between the technical scientific activities of the Aquatics Program and other groups or processes that affect achievement of our aquatic ecosystem management goals – examples include technical and policy aspects of settlement negotiation or implementation; litigation; regulatory actions under the Endangered Species Act or similar statutes; participation on various working groups.
5. Coordinates efforts to fund Aquatics Program capacity in a manner that avoids unduly burdening staff scientists with large administrative loads. Such coordination includes soliciting needed work scopes and major budget components from staff scientists, working with administrative staff to then complete and submit funding requests, and providing administrative support throughout the life of each project.
6. Provides clear guidance regarding Tribal policy and procedure to professionals, scientists and

support staff under direct supervision.

7. Develops short- and long-term work plans for the Aquatics Program, and oversees Program activities to ensure progress is being made towards achieving goals and objectives of the Klamath Tribes.
8. Leads ongoing efforts to project needed budgets over future years, for use in formulating timely funding requests sufficient to meet Program needs.
9. Monitors administration of existing funding, which includes budgets, expenditures, and reporting.
10. Vigorously pursues opportunities to fund projects aimed at building and sustaining the Aquatics Program.
11. Manages Aquatics Program grants and agreements within established Tribal policies and procedures, including the rules governing a specific grant. Writes grant proposals as needed.
12. Manages Aquatic Program budgets in accordance with the Tribal budget policy. Reviews and monitors expenditures to remain within established budgetary constraints.
13. Manages the Aquatics Program finances according to the Tribal encumbrance policy, including any funds and fees generated by the Program.
14. Manages Aquatic Program contracts in accordance with the Tribal procurement policy.
15. Manages existing agreements (e.g., Memoranda of Understanding, Memoranda of Agreement, Cooperative Agreements, etc). Assists in developing new agreements as assigned.
16. Manages Aquatic Program records in accordance with the Tribal records management policy.
17. Manages Aquatic Program property in accordance with the Tribal property management policy.
18. Manages permits in accordance with all applicable rules governing the permit.
19. Manages the operations and infrastructure associated with the Klamath Tribes Research Station, including facility maintenance, internet connection and functionality, server functionality and maintenance, and other elements required for smooth operation of the Research Station.
20. Ensures that clear procedures are developed for the effective management of the Aquatics Program and its functions and sub-programs.
21. Works closely at times with the Water Management Liaison on matters important to the

management and protection of Tribal treaty resources and rights.

22. Ensures Aquatics Program participation in collaborative resource management planning groups and efforts to be implemented under the Klamath Basin Restoration Agreement (KBRA), the Klamath Hydroelectric Agreement, the Upper Klamath Basin Comprehensive Agreement, and any ancillary groups or efforts related to these agreements.
23. Ensures Aquatics Program participation on National Environmental Policy Act (NEPA) interdisciplinary planning teams (IDTs) with federal agencies on projects that may affect treaty resources.
24. Exercises the full range of supervisory duties for assigned staff. Performs overall work planning, establishes work schedules and priorities, and assigns and reviews work. Personally discusses the progress of the work and problem areas as they arise. Recommends employee status and other personnel changes, approves leave, evaluates performance, identifies training needed and ensures that training opportunities are provided. Resolves complaints or minor grievances, and advises employees on matters related to less-than-adequate performance. Keeps employees informed of management policies and goals.
25. Drives to and from a wide range of local technical, policy and professional meetings routinely.
26. Provides routine monthly, quarterly, annual and other reports as directed.
27. Other duties as assigned.

SUPERVISORY CONTROLS

The Aquatic Supervisor is directly supervised by the Natural Resources Director. This position is expected to work independently, using professional knowledge and judgment in ensuring that duties and responsibilities are carried out in a timely manner, and that policies and procedures are followed. The Aquatic Supervisor must exercise sound judgment in working with the public, agencies, and other entities.

The supervisor outlines the overall tribal and project objectives and priorities, timelines and financial resources available. The employee plans and schedules recurring work, handles problems and completes work using own initiative, exercising judgment according to training, experience, and instructions. Work is reviewed for compliance with policy, procedures, and goal attainment.

The Aquatic Supervisor will directly supervise professional, technical and administrative staff necessary to accommodate routine management functions and project specific assignments in accordance with policies and procedures adopted by the Klamath Tribes.

KNOWLEDGE, SKILLS, AND ABILITIES

General knowledge and understanding of tribal organization, functions, policies, goals, priorities and operating programs.

Thorough knowledge of tribal Aquatic Program components, and the inter-relationships among those components and pertinent issues affecting aquatic ecosystem management.

Thorough knowledge and understanding of, and the skills and abilities needed to oversee programmatic implementation of, the Klamath Basin Restoration Agreement (KBRA), the Klamath Hydroelectric Settlement Agreement, and the Upper Klamath Basin Comprehensive Agreement.

Knowledge of theories, practices and principles as they apply to researching, monitoring and managing aquatic ecosystems.

Ability to design and implement studies, analyze results using appropriate statistical techniques, and report results.

Knowledge of tribal policies and procedures regarding personnel, property control, procurement, and records management for grants sufficient to properly direct subordinates and ensure overall programmatic compliance.

Ability to establish and maintain effective cooperative working relationships with employees, other departments, state, county, federal, and local agencies, tribal members, elected officials and the general public.

Strong communications skills, including the ability to clearly convey verbal and written information in a manner suited to the needs of a particular issue.

Good organizational and planning skills, ability to meet deadlines.

Ability to achieve programmatic and organizational objectives, making sound decisions by exercising judgment based on previous experience, training and instructions.

Ability, knowledge and skill to prepare and administer budgets, and to provide financial guidance and assistance.

Ability to prepare and administer contracts, Request for Proposals and Invitations for Bids in accordance with established policies, rules and regulations.

Ability to develop competitive grant applications.

QUALIFICATIONS, EXPERIENCE, AND EDUCATION

- Master's Degree in a field directly pertinent to management of aquatic ecosystems, **REQUIRED** (*copy of Degree and transcripts must be submitted with application*).
- Three (3) years of day-to-day management experience that demonstrates working knowledge, skill and ability to perform the job duties. **REQUIRED.**
- Minimum three (3) year of supervisory experience, **REQUIRED.**
- Three (3) and managing budgets, **REQUIRED.**
- Three (3) years of seeking and procuring funding through grants or other sources, **REQUIRED.**
- Three (3) years of developing and administering contracts, **REQUIRED.**
- Demonstrated ability to write well, concisely communicating complex information to a variety of audiences, **REQUIRED.** Please submit with your application a 2-5 page sample of a document authored by you.
- Proficient in the use MS Office Word and Excel, **REQUIRED.**
- Must possess a valid Driver's License, have a good driving record and be insurable by the Klamath Tribes. Must obtain valid Oregon Driver's License within initial 90-day probationary period as a condition of employment, **REQUIRED.** (*Copy of valid DL must be submitted with application.*)
- Must submit to and clear an alcohol/drug screen test, **REQUIRED.** (*Employment will be contingent upon clearing the required alcohol/drug screening test.*)
- Must submit to and clear a criminal records background check, **REQUIRED.** (*Employment will be contingent upon clearing the required criminal records background check.*)
- Indian Preference will apply. (*Must submit proof of Indian Preference with application.*)

ACKNOWLEDGEMENT

This job description is intended to provide an overview of the requirements of the position. It is not necessarily all-inclusive, and the job may require other essential and/or non-essential functions, tasks, duties, or responsibilities not listed herein. Management reserves the sole right to add, modify, or exclude any essential or non-essential requirement at any time with or without notice. Nothing in this job description, or by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.

APPLICATION PROCEDURES

Submit a Tribal *Application for Employment* with all requirements and supporting documentation to:

**The Klamath Tribes
ATTN: Human Resource
P.O. Box 436
Chiloquin, OR 97624**

IT IS THE RESPONSIBILITY OF THE APPLICANT TO PROVIDE SUFFICIENT INFORMATION TO PROVE QUALIFICATIONS FOR TRIBAL POSITIONS.

PLEASE NOTE: If requirements are not met, i.e., submission of a resume in lieu of a tribal application, or not including a required certification, your application will not be reviewed and will be disqualified.

Indian Preference will apply. In accordance with Klamath Tribal policy, priority in selection will be given to qualified applicants who present proof of eligibility for "Indian Preference".

Applications will not be returned.

Is a Job with the Klamath Tribes Right For You?

Hello, my name is Larry Dunsmoor, Water Management Liaison for the Klamath Tribes. I came to work for the Tribes as a Fisheries Biologist in 1988, and when I did I was unsure of the answer to the question posed in the title above. At that time I knew nothing about what it might be like to work for a tribe. What issues would be involved? What would the work environment be like? Would I be able to make a difference?

If you are reading this, and you are a member of the Klamath Tribes, then you may well have a good understanding of what I discuss below. Otherwise, you likely have questions similar to those I grappled with back in 1988. I am writing this to give potential applicants (you!) some perspective on these questions, based on my 25 years (so far) with the Klamath Tribes. First, I'll give you a feel for the Tribes' history, which is an important force shaping current issues. Next, I'll describe the goals we are working towards in the context of aquatic ecosystem issues, touching on past efforts and their results as well as current and future efforts. Treatment of the many complex issues we face is necessarily simplistic, intended only to give you a feel for the natural, social, and political landscapes within which we work. Finally, I'll describe the work environment that we are building, and try to help you decide whether you might be interested in joining our team.

A Brief History of the Klamath Tribes

In 1864, the Klamath and Modoc tribes and the Yahooskin Band of the Snakes (collectively known as the Klamath Tribes) signed a treaty with the United States, reserving to themselves the hunting, fishing, gathering, and other rights they had possessed for millennia. Their 2.2 million acre reservation encompassed enormous wetlands, productive rivers, part of the largest lake in Oregon (Upper Klamath Lake), Crater Lake, and large expanses of valuable ponderosa pine forest lands. It wasn't long before the size of the reservation was whittled down to 1.2 million acres (disputed reservation boundary adjustments, Dawes General Allotment Act, etc.). Then in 1954, the U.S. Congress abrogated the Treaty by enacting the Klamath Termination Act, which terminated the federal recognition of the Klamath Tribes, and liquidated their lands to form the Fremont and Winema National forests, and the Klamath Marsh National Wildlife Refuge.

Termination devastated the Tribes, but they did not give up. After fighting for decades, in 1986 the Klamath Tribes succeeded in getting the U.S. to enact the Klamath Restoration Act, which restored federal recognition to the Klamath Tribes. Treaty rights to hunt, fish, gather, etc. survived all of this turmoil, but to date the land has not been restored to the Tribes. Since the 1980's, the Tribes have become a significant voice in water, fisheries, forestry, and related natural resources management issues. In 2013, a landmark ruling by Oregon in the ongoing Klamath Basin Water Adjudication confirmed the Klamath Tribes' time immemorial water rights for instream flows, lake and marsh water levels, and flows from seeps and springs. As a result, the Tribes now possess the most senior water rights in the upper Klamath Basin.

Issues

The upper Klamath Basin was naturally rich in aquatic resources, a fact reflected by the strong reliance by the Tribes upon the abundant fish and plant resources provided by lakes, wetlands, rivers, and streams. In 1917, the first of a series of hydroelectric dams was constructed without fish passage on the Klamath River, extirpating anadromous fish runs relied upon for millennia by the Klamath Tribes. Subsequent development changed hydrologic regimes and altered storage and transport processes for nutrients. As a result, the naturally eutrophic Upper Klamath Lake was pushed into its present hypereutrophic state, in which summer-time blooms of cyanobacteria cause serious water quality problems. These and other ecosystem problems caused dramatic declines in c'waam (lost River sucker) and koptu (shortnose

sucker), which have always been enormously important tribal subsistence species. In 1988, both species were placed on the federal endangered species list. Then in 1998, coho salmon were listed as threatened in the Klamath River below the lowest dam.

Subsequent regulatory actions under the Endangered Species Act (ESA) centered on federal (Bureau of Reclamation) water storage in and delivery from Upper Klamath Lake servicing the Klamath Reclamation Project, a large (~240,000 acre) federal irrigation project established in 1905. Regulatory actions during the 1990s precipitated intense conflict over water among tribes, irrigators, federal and state agencies, commercial fishermen, environmental groups, and others. In 2001, ESA regulation caused a near-complete shut-off of irrigation water to the Klamath Reclamation Project, which rapidly became a national issue. Then in 2002, tens of thousands of adult anadromous salmonids died in an unprecedented fish kill in the lower Klamath River. Over the next few years, the commercial salmon fishery along much of the west coast was severely curtailed because of weak Klamath River stocks. The pot of water conflict was bubbling vigorously, despite numerous failed attempts to resolve issues through settlements.

Relicensing of the Klamath Hydroelectric Project started in 2000. Centering on the lower four dams on the Klamath River, this relicensing process was pursued by the owner of the dams, PacifiCorp. Subject to Federal Energy Regulatory Commission (FERC) licensing requirements, PacifiCorp was seeking a new license under which to operate because their old license was to expire in 2005. After a lengthy, complex process culminating in litigation that PacifiCorp lost, mandatory prescriptions were established requiring any new FERC license to include requirements to provide for effective upstream and downstream fish passage at each facility, as well as other flow-related requirements. When the old FERC license expired in 2005, irrigators in the upper basin lost cheap electric rates.

Take all of these events, mix them together, get the parties involved to work hard for several years, and out pops two settlement agreements in 2010 that offer dramatic changes in the Klamath Basin. In the Klamath Hydroelectric Settlement Agreement (KHSA), parties agreed to a path forward leading to removal of the lower four main stem dams on the Klamath River in 2020. Its sister agreement, the Klamath Basin Restoration Agreement (KBRA), provides for (in part):

- large-scale rehabilitation of aquatic ecosystems in the Klamath Basin, with an emphasis on the upper basin;
- reintroduction of salmon and steelhead into the upper basin;
- reduced but reliable supplies of irrigation water to the Klamath Reclamation Project and associated wildlife refuges, resolving some the water rights adjudication issues between the Klamath Tribes and the Project irrigators;
- purchase of 90,000 acres of forest land for the Klamath Tribes, restoring a piece of the reservation lost when the Tribes were terminated; and,
- tribal fisheries and conservation programs development to enable tribes to collaboratively implement ecosystem rehabilitation and salmon and steelhead reintroduction programs.

More recently, following the 2013 ruling in the adjudication confirming the Klamath Tribes' senior, time immemorial instream water rights, another settlement effort accelerated. Called the Off-Project Water Settlement (OPWAS), this effort involves negotiating potential settled outcomes to the on-going water adjudication. Focused on the Klamath Tribes and the irrigators above Upper Klamath Lake (who did not sign the earlier agreements in sufficient numbers to resolve the issues), these negotiations recently produced an Agreement in Principle (AIP), which is to be a foundation for a final settlement proposal. One central element of the AIP focuses on moderation of water rights call thresholds by the Klamath Tribes in exchange for increased instream flows and permanent, enforceable establishment and maintenance of riparian corridors along much of the tributary network above Upper Klamath Lake. In

short, it sets the stage for maximizing the long-term effectiveness of many of the ecosystem rehabilitation measures set forth in the KBRA.

No final settlement has been reached yet, but the parties are working hard to get there. Many difficult details remain to be resolved. No OPWAS will proceed without the approval of the tribal membership. However, regardless of the outcome of the OPWAS negotiations, much ecosystem rehabilitation work must be done.

Work Environment

The Klamath Tribes established a Research Station in the mid-1990s. We developed fish culture techniques for the endangered suckers, and constructed a facility housing two automated re-circulating fish culture systems. In the 2000's, we developed a state-of-the-art water quality laboratory, focusing on nutrients and supporting our long-term monitoring of tributary and in-lake water quality and nutrient conditions. We have an extensive collaborative network among the other basin professionals, but have lacked capacity in key areas, and so have been unable to launch the kinds of active programs that have long been needed.

We are now seeking applicants for some key professional positions that will enable us to form the nucleus of a group that can design and implement programs to put the fruits of these settlement agreements on the ground. An Environmental Restoration Planner will lead a team focused on collaboratively designing, implementing, and monitoring on-the-ground restoration projects, including developing computer models to assist design at a landscape level. A Fisheries Biologist will lead a team focused on re-introducing extinct populations of endangered suckers, and re-introducing anadromous fish to the upper Klamath Basin. A Hydrologist will establish and maintain a network of stream gages, quantify interactions between ground water and surface water, and use and develop supportive computer models. You can read the job descriptions to get the details of each position being advertised. These new positions will team with our existing Fluvial Geomorphologist and be advised by me (Water Management Liaison) and our Aquatics Program Director.

We have thought long and hard about our approach to building this nucleus of professionals. We need self-starters. We need hard workers, who can remain focused on the goals in the midst of distractions and aggravations. We need people with hearts for the tribal situation, motivated strongly to repair some of the harm that has been done. We need people who can collaboratively work with a diverse array of people – much work will be done with private, agricultural landowners. Above all, we need highly competent professionals who bring objectivity, quantitative capability, humility, and a collaborative spirit to bear on the very difficult challenges we face.

In the first paragraph I reminisced about one of the questions I asked myself when I first considered working for the Klamath Tribes: will I be able to make a difference? For me, the answer has been a resounding yes. I have never encountered another work environment in which I could have had a more significant impact on issues I care about. It has been hard, though, and has required a lot of sacrifice. Because of recent events, I see opportunities I never imagined would exist 25 years ago, opportunities that can transform this ecosystem and the communities that rely on them. The Tribes are focused on the right issues – if you care about fixing ecosystems, this is a place you can make a difference, maybe a big difference, but only if you are ready to put your head down and really gut it out. Are you? Nothing less will suffice.