JOB DESCRIPTION

POSITION: FISHERIES TECHNICIAN III

RESPONSIBLE TO: Fisheries Biologist

SALARY: GS- 6 $29,567 - $38,017 Annual/Full Benefits
        GS -7 $32,493 - $42,234 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.

This position is grant-funded and continuation of this position is dependent upon ability to secure additional funding.

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
           Sprague River Water Quality Lab
           5671 Sprague River Highway
           Chiloquin, OR  97624
INTRODUCTION

The Fisheries Technician III position is located in the Aquatics Program within the Klamath Tribes Natural Resources Department. The primary purpose of this position is to support the Fisheries Biologist by working independently and as part of a team performing field data collection tasks relating to fisheries management, fish culture relating to reintroduction programs for endangered species, fish distribution and abundance, and habitat restoration and monitoring.

The Fisheries Technician III works with other Aquatics Program staff (Fish Biologist, Hydrologist, Fluvial Geomorphologist, Environmental Restoration Planner, and Water Quality Technicians) to implement a Fisheries Restoration Plan and an Aquatic Ecosystem Restoration Plan for the Upper Klamath River Basin. Restoring and maintaining important Tribal fisheries is the primary goal of the Fisheries Restoration Team. Primary objectives include: 1) re-establishing extinct spawning populations of endangered Lost River and shortnose suckers; and 2) re-introducing extinct populations of Chinook salmon in the Upper Klamath River Basin. The primary goal of the Ecosystem Restoration team is managing and remediating processes contributing to hypereutrophication and fish habitat degradation in and above Upper Klamath Lake. Primary objectives include: 1) managing and remediating non-point source nutrient loading from agricultural landscapes to measurable reduce cyanobacteria blooms and the related adverse water quality in Upper Klamath Lake; and 2) rehabilitating and maintaining habitats to the extent necessary to recover and sustain important native fisheries, including Lost River and shortnose sucker, redband trout, bull trout, steelhead, and Chinook salmon.

MAJOR DUTIES AND RESPONSIBILITIES

1. Conduct fish population surveys/monitoring to assess biological and demographic characteristics of fish populations using appropriate sampling methods and operating a wide variety of complex equipment. Field work will require safely traveling by vehicle and boat to field sites in adverse weather conditions using a Tribal vehicle or water craft.

2. Participate in the Klamath Tribes’ Fisheries and Ecosystem Restoration Teams to implement a Fisheries Restoration Plan and an Aquatic Ecosystem Restoration Plan.

3. Research, monitor, and evaluate salmon and sucker reintroduction projects. Research findings will be used to adaptively manage projects.

4. Develop and implement aquatic habitat restoration activities.

5. Develop and implement fish and aquatic habitat monitoring strategies to evaluate results of restoration actions.

6. Purchase, safely operate, maintain, and repair gear and equipment necessary for sampling and data collection.

7. Coordinate implementation of field surveys with collaborating agencies and organizations.
8. Enter, edit, update, and graph field and laboratory data.

9. Produce maps to assist with research efforts using ArcGIS.

10. Prepare written reports about and present on completed research and analysis. Grant writing.

11. Exercise the full range of supervisory duties for assigned staff. Perform overall work planning, establish work schedules and priorities, and assign and review work. Personally discuss the progress of the work and problems areas as they may arise. Recommend employee status and other personnel changes, approve leave, evaluate performance, identify training needs, and ensure that training opportunities are provided. Resolve complaints or minor grievances, and advise employees on matters related to less than satisfactory performance. Keep employees informed of management policies and goals.

12. Other duties as assigned.

**SUPERVISORY CONTROLS**

The Fisheries Technician III is directly supervised by the Fisheries Biologist. This position is expected to work independently, using professional knowledge and judgment in ensuring that duties and responsibilities are carried out in a safe, timely manner and that policy and procedures are followed.

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 Fisheries Technician III will directly supervise staff necessary to accommodate project-specific assignments in accordance with policies and procedures adopted by the Klamath Tribes.

**KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge of fish behavior, biology, and demographics, with an emphasis on early life history characteristics of salmonids and catostomids relevant to re-establishing extinct populations.

- Knowledge and ability to design and implement scientific investigations into fish survival at different life stages; distribution and abundance; habitat quality; water quality; food habits; and physical, chemical, and biological conditions relative to fish population performance.

- Knowledge of and ability to utilize standard fisheries sampling equipment, including but not limited to: electro-fishing, nets, traps, dry suits and snorkeling gear, thermographs, PIT tags, GPS, etc. Familiarity with RTK GPS, Total Stations, or flow meters a plus.
• Ability to collect and compile data accurately and efficiently while being detail oriented, thorough, and staying organized.

• Skilled user of Microsoft Office products, especially Word, Excel, PowerPoint, and Access.

• Ability to effectively communicate both, orally and in writing.

• Knowledge of aquatic ecology, stream and lake ecology, hydrology, riparian plant ecology, and limnology.

• Knowledge of agricultural operations, especially management of grazing and riparian ecosystems, and how they can influence functional processes in streams.

• Ability to collaborate effectively with other scientists, interact with people of diverse backgrounds in a professional manner, using tact, diplomacy, and mature judgment while pursuing tribal interests.

• Ability to perform work and accomplish tasks in accordance with established policies, procedures, practices, and priorities of the Natural Resources Department. This includes the ability to plan and organize work using one’s own initiative and to seek information and assistance from other sources as necessary to meet program goals and deadlines.

• Ability to supervise field staff, including day to day work schedules and setting medium and long term goals.

• Ability to work an irregular schedule, including evenings and weekends, and as dictated by weather conditions and deadlines.

• Ability to work outside in stream and lake environments in adverse weather conditions and rugged terrain for extended periods of time. Ability to hike off trail for long distances while carrying sampling equipment. Ability to perform tasks which require bending, lifting, stretching, and stooping.

• Ability to safely navigate and operate:
  o vehicles in adverse weather conditions and on rugged roads;
  o water craft (canoe, drift boat, jet boat, Boston Whaler, etc.) on rivers and lakes in challenging conditions (high winds, larges waves, shallow water, etc.).
QUALIFICATIONS, EXPERIENCE, AND EDUCATION

• Bachelors of Science Degree in Fisheries Biology, or closely related field, REQUIRED. (Copy of degree and transcripts must be submitted with application.)

• Two (2) years experience implementing studies or actions involved in managing and/or monitoring fish populations, REQUIRED. Fish culture experience highly desirable.

• Two (2) years experience conducting fish habitat surveys, REQUIRED.

• One (1) year experience implementing and/or monitoring stream habitat restoration actions, REQUIRED.

• One (1) year experience supervising field crews, REQUIRED.

• Must be willing and able to work irregular hours in extreme weather conditions for extended periods of time, REQUIRED.

• Must be dependable, responsible, highly motivated, and willing and able to work independently, REQUIRED.

• Proficiency in the use of computers for a variety of tasks including:
  o general computing using Microsoft Office (e.g. spreadsheets, documents, presentations, etc.), REQUIRED;
  o analysis using statistical software (e.g. R, Systat, SAS, or the equivalent), PREFERRED;
  o mapping and analysis using ArcGIS, PREFERRED.

• Must possess a valid Driver's License, have a good driving record and be insurable by the Klamath Tribes. Must obtain and maintain a valid Oregon Driver’s License within initial 90-day probationary period as a condition of employment, REQUIRED. (Copy of valid driver’s license must be submitted with application.)

• Must be able to operate power boats, and obtain an Oregon Boater Education Card within the initial 90-day probationary period as a condition of employment, REQUIRED.

• Must submit to and clear an alcohol/drug screen test, REQUIRED. (Employment will be contingent upon clearing the required alcohol/drug screening test.)

• Indian preference will apply. (Must submit proof of Indian Preference with application.)
SPECIAL CONDITIONS

This position entails duties that are solely fishing rights related activities. Compensation earned by Klamath Tribal members holding this position will not be considered taxable income. Any Klamath Tribal member holding this position will not have state or federal taxes withheld from their payroll checks, nor will they be issued W-2’s.

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.