



The Klamath Tribes
501 Chiloquin Blvd./P.O. Box 436
Chiloquin, Oregon 97624

Phone: (541) 783-2219
HR Fax: (541) 783-2836

OPEN: 09/27/17
OPEN UNTIL FILLED

EXEMPT X
NON-EXEMPT

POSITION DESCRIPTION

POSITION: ENVIRONMENTAL SCIENTIST

RESPONSIBLE TO: Aquatics Supervisor

SALARY: GS-11 \$50,532 - \$65,682 Annual/Full Benefits
GS-12 \$60,560 – \$78,728 Annual/Full Benefits
GS-13 Full Benefits (Only for employees with 10+ years of service)

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

INTRODUCTION

The Environmental Scientist is a scientific professional in the Natural Resources Department who develops and synthesizes complex scientific information involving the biological, chemical, and physical aspects of an aquatic ecosystem into practical strategies for restoration, monitoring, or management.

The primary responsibilities of the Environmental Scientist include: 1) managing and remediating non-point source nutrient loading from agricultural landscapes to measurably reduce cyanobacterial 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 suckers, redband trout, steelhead, and Chinook salmon.

Under the general guidance of the Aquatics Supervisor, the Environmental Scientist develops and implements strategies to achieve the Tribes' goals and objectives, in compliance with applicable Tribal and Federal policies, procedures, and regulations. The Environmental Scientist will collaborate with professionals from diverse specialties (fluvial geomorphology, hydrology, fisheries biology, water management, limnology, soils, agriculture, etc.), as well as with private landowners, to seek restoration outcomes that meet the Tribes' goals and objectives in a manner that also works for riparian landowners.

MAJOR DUTIES AND RESPONSIBILITIES

1. Collect and analyze data, especially in relation to non-point source nutrient loading, to determine environmental conditions and restoration needs.
2. Complete and implement an Aquatic Ecosystem Restoration Plan for the Upper Klamath Basin.
3. Use remote sensing data sets (e.g. digital elevation models derived from LiDAR and hydro-acoustics, thermal infrared radiometry, aerial photos, etc.) and GIS software in study design, data analysis, and interpretation.
4. Collaborate with professionals from diverse fields (fluvial geomorphology, hydrology, fisheries biology, water management, limnology, soils, agriculture, etc.) in developing and implementing ecosystem and fisheries restoration and monitoring strategies.
5. Plan and manage a diverse suite of restoration projects, including but not limited to riparian fencing, levee breaching or removal, treatment wetlands, fish screening, and channel realignment.
6. Develop and implement monitoring strategies to evaluate results of restoration actions; manage existing long-term monitoring projects to track changes in nutrient loading, water

quality, and temperature in the Upper Klamath Basin; includes supervising field data collection, monitoring design, data QA/QC, analysis, and reporting.

7. Communicate strategies and findings to diverse end-users, from lay people to other professionals.
8. Acquire, and ensure compliance with, permits required for implementing restoration projects.
9. Write grant proposals and administer grants designed to perform the work necessary to achieve the ecological goals of the Klamath Tribes.
10. Manage budgets and assist with planning for programs within the department. Review and monitor expenditures to remain within established budgetary constraints.
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. Attend and facilitate meetings with diverse stakeholders.
13. Other duties as assigned.

SUPERVISORY CONTROLS

The Environmental Scientist is directly supervised by the Aquatics Supervisor. 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 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 Environmental Scientist 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 and ability to integrate diverse technical information into effective, implementable ecosystem restoration projects, and monitor the result of these projects.
- Knowledge of nutrients (nitrogen and phosphorus), their chemistries, and pertinent storage and transport mechanisms in floodplain ecosystems.
- Skilled user of Microsoft Office products, especially Word, Excel, PowerPoint, and Access.
- Knowledge and ability to perform statistical analyses using software like R, Systat, SAS, or other statistical packages.
- Knowledge and ability to use ArcGIS software for mapping and planning, and for analysis of remote sensing products like LiDAR, thermal infrared radiometry, aerial photos, satellite imagery, etc.
- Knowledge of agricultural operations, especially management of soils, irrigated pasture and the associated grazing, and how they can influence hydrology (surface and shallow groundwater), and functional processes in streams.
- Ability to collaborate effectively with other scientists, and to assume a leadership role in such interactions.
- Must be able to 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 programmatic goals and deadlines.
- Ability to develop competitive grant applications.
- Ability to operate a vehicle in adverse weather (e.g. snowy conditions) and on rugged forest roads.

QUALIFICATIONS, EXPERIENCE, AND EDUCATION

- Master of Science Degree in Hydrology, Environmental Engineering, Environmental Science, Restoration Ecology, or closely related field, **REQUIRED** (*copy of degree and transcripts must be submitted with application*).

- Two (2) years demonstrated work experience integrating the concepts of aquatic ecosystem restoration, aquatic or riparian ecology, and nutrient dynamics into recommendations or alternatives leading to restoration actions, **REQUIRED**.
- Two years supervisory experience, **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.
- Proficiency in the use of computers for a variety of tasks including:
 - General computing using Microsoft Office (e.g. spreadsheets, documents, presentations, etc.), **REQUIRED**;
 - Analysis using statistical software (e.g. R, Systat, SAS, or the equivalent), **PREFERRED**;
 - Computer models simulating flow and nutrient transport processes in aquatic systems (e.g. QUAL2e, SWAT, SPARROW, MIKE, HEC-RAS or the equivalent), **PREFERRED**; and
 - 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 valid Oregon Driver's License within the initial 90-day probationary period as a condition of employment if applicant possesses an out of state driver's license, **REQUIRED** (*copy of a valid Driver's License must be submitted with application*).
- Must be able to operate power boats, and to 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 and random testing as per Tribal policy, **REQUIRED** (*employment will be contingent upon clearing the required alcohol/drug screening test*).
- Must accept the responsibility of a mandatory reporter in accordance with the Klamath Tribes Juvenile Ordinance Title 2, Chapter 15.64 and General Council Resolution #2005 003, all Tribal Staff are considered mandatory reporters, **REQUIRED**.

INDIAN PREFERENCE

- Indian and Tribal Preference will apply, as per policy. (*Must submit tribal documentation with application to qualify for Indian Preference.*)

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
Phone: (541) 783-2219 ext. 104 or 190**

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

PLEASE NOTE: If requirements are not met (for example, 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.