



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

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OPEN: 09/17/18
CLOSE: 10/08/18

EXEMPT
NON-EXEMPT

POSITION DESCRIPTION

POSITION: HYDROLOGIC TECHNICIAN III

RESPONSIBLE TO: Hydrologist

SALARY: GS-7 \$34,137 - \$44,371 Annual/Full Benefits
GS-8 \$37,810 - \$49,615 Annual/Full Benefits
GS-9 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.

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

CLASSIFICATION: 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 Hydrologic 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 Hydrologist by working independently and as part of a team performing field data collection tasks to develop scientific information regarding the movement and condition of water, especially as it relates to aquatic ecosystem functions, and then formulates and implements strategies for restoration, monitoring, or management.

The Hydrologic Technician III will measure and monitor surface water and ground water flows, levels, and conditions, and integrates these data into scientific endeavors to restore and maintain aquatic ecosystems and regulatory processes designed to protect the Klamath Tribes' water rights. Other duties include establishing and maintaining a network of gauges providing continuous measurements of water flow, level, and condition in rivers, streams, springs, lakes, marshes, and shallow ground water.

The Hydrologic 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 Short Nose 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 Short Nose sucker, Redband trout, Bull trout, Steelhead, and Chinook salmon.

MAJOR DUTIES AND RESPONSIBILITIES

1. Establish and maintain a network of continuous gauges measuring water flow, water level, shallow groundwater levels and flow, and other pertinent parameters (e.g. temperature, turbidity, etc.), following US Geological Survey standards or the equivalent.
2. Write standard operating procedures for establishing and maintaining gauges, for quality assurance and quality control (QA/QC) of data generated, and for publishing and managing final data sets.

3. Collaborate with other professionals in the US Geological Survey, the Oregon Water Resources Department, and others to establish and maintain gauges (e.g. agreements to jointly operate gauges).
4. Participate in the Klamath Tribes' Fisheries and Ecosystem Restoration Teams to implement a Fisheries Restoration Plan and an Aquatic Ecosystem Restoration Plan.
5. Collaborate with other professionals in the development and implementation of ecosystem restoration and monitoring actions, fisheries restoration and monitoring projects, water quality monitoring, and other water-related activities.
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.
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. In accordance with the Klamath Tribes Juvenile Ordinance Title 2, Chapter 15.64 and General Council Resolution #2005-003, all Tribal staff are considered a Mandatory Reporter.
13. Other duties as assigned.

SUPERVISORY CONTROLS

The Hydrologic Technician III is directly supervised by the Hydrologist. 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 Hydrologic Technician III will 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 establish and maintain surface water and ground flow, level, and related gauges to ensure accurate measurements, and to manage and maintain resulting data sets.

Knowledge and ability to integrate diverse technical information into effective, implementable ecosystem and fisheries restoration action, and to monitor the result.

Ability to collect and compile data accurately and efficiently while being detail oriented, thorough, and staying organized.

Ability to follow and write procedures for data quality assurance and quality control (QA/QC) and ability to identify aberrant or erroneous data.

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

Ability to effectively communicate both, orally and in writing.

Knowledge of hydrologic principles as they relate to aquatic ecology, riparian plant ecology, limnology, and ecosystem restoration.

Knowledge of agricultural operations, especially management of grazing and riparian ecosystems, and how they can influence hydrologic and functional processes in aquatic systems.

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 vehicles in adverse weather conditions and on rugged roads and water craft (canoe, drift boat, jet boat, Boston Whaler, etc.) on rivers and lakes in challenging conditions (high winds, large waves, shallow water, etc.).

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

Must be dependable, responsible, highly motivated, and willing and able to work independently and as part of a team.

QUALIFICATIONS, EXPERIENCE, AND EDUCATION

- Bachelors of Science Degree in Hydrology, Environmental Science, Soil Science, Geology, or closely related field, **REQUIRED**. (*Copy of degree and transcripts must be submitted with application.*)
- Two (2) year's experience conducting field surveys while following detailed measurement procedures or monitoring protocols, **REQUIRED**.
- One (1) year experience monitoring stream and aquatic conditions, **REQUIRED**.
- One (1) year experience measuring surface or ground water flow or water levels, including installing or maintaining related equipment, **PREFERRED**.
- One (1) year experience supervising field crews, **REQUIRED**.

- Proficiency in the use of computers for a variety of tasks including: general computing using Microsoft Office (e.g. spreadsheets, documents, presentations, etc.), **REQUIRED**; general understanding of and mapping experience with ArcGIS, **REQUIRED**; analysis using statistical software (e.g. R, Systat, SAS, or the equivalent), **PREFERRED**; report writing experience, **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 as per policy, **REQUIRED**. *(Employment will be contingent upon clearing the required alcohol/drug screening test.)*
- Must possess a valid Driver's License, have a good driving record and be insurable by the Klamath Tribes. Must obtain a valid Oregon Driver's License within the initial 90-day probationary period as a condition of employment, **REQUIRED**. *(Copy of valid ODL must be submitted with application.)*
- Must submit to a background and character investigation, as per tribal policy. Following hire must immediately report to Human Resource any citation, arrest, conviction for any traffic, misdemeanor or felony crimes, **REQUIRED**. *(Employment contingent upon clearing the required criminal records background investigation.)*
- 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 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.