



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

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

OPEN: 09/14/23
until filled

EXEMPT X
NON-EXEMPT

POSITION DESCRIPTION

POSITION: FISHERIES BIOLOGIST

RESPONSIBLE TO: Ambodat Director

SALARY: Step Range: 25-44; Full Benefits
Salary Range: \$56,024 - \$98,238
Hourly Range: \$26.93 - \$47.23

CLASSIFICATION: Professional/Management, Regular, Full-Time

FRRA CLASSIFICATION: This position is considered fully classified 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 Ambodat Department**
Sprague River Water Quality Lab
5671 Sprague River Highway
Chiloquin, OR 97624

BACKGROUND: N/A

POSITION OBJECTIVES

The Fisheries Biologist is a scientific professional in the Ambodat Department which collects scientific information regarding the biology and ecology of fish, and then formulates and implements strategies for the propagation, restoration, monitoring, and/or management of fish populations.

The Fisheries Biologist leads the Fisheries Program Team, which includes the Aquaculturist, Hatchery Maintenance Manager, and Fisheries Resource Technicians. Restoring and maintaining important Tribal fisheries is the primary goal of the Fisheries Restoration Team. Primary objectives include: 1) restoring and enhancing spawning populations of endangered

Lost River and shortnose suckers; and 2) re-introducing populations of Chinook salmon in the Upper Klamath River Basin.

In addition, the Fisheries Biologist participates in the Klamath Tribes' Ecosystem Restoration Team, which is led by an Environmental Scientist, and includes a Restoration Project Manager, a Water Rights Specialist and a Hydrologist. Managing and remediating processes contributing to hypereutrophication and fish habitat degradation in and above Upper Klamath Lake is the primary goal of the Ecosystem Restoration Team. Primary objectives 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, bull trout, and Chinook salmon.

Under the general guidance of the Ambodat Director, the Fisheries Biologist develops and implements strategies to achieve the Tribes' goals and objectives, in compliance with applicable Tribal and Federal policies, procedures, and regulations. The Fisheries Biologist will collaborate with professionals from diverse specialties (fish propagation, fluvial geomorphology, hydrology, fisheries biology, water management, limnology, soils, agriculture, etc.) to seek fishery restoration outcomes that meet the Tribes' goals and objectives.

MAJOR DUTIES AND RESPONSIBILITIES

1. Oversee a sucker and salmon propagation program. Develop a propagation plan detailing the approach for enhancing spawning populations of Lost River and shortnose suckers and re-introducing salmon to meet the Tribes' goals for harvestable numbers.
2. Collaborate with the Oregon Department of Fish and Wildlife to jointly develop and implement a re-introduction plan for Chinook salmon in the Upper Klamath Basin.
3. Participate in multi-disciplinary groups both internal and external to the Klamath Tribes focused on developing projects or programs designed to restore ecosystem processes and habitats needed to produce viable fisheries through planning and implementation of restoration projects.
4. Collect and analyze data to determine biological and demographic characteristics of fish populations.
5. Participate in the Klamath Tribes' Ecosystem Restoration Team (Environmental Scientist, Water Rights Specialist, Restoration Project Manager, and Hydrologist) to create and implement an Aquatic Ecosystem Restoration Plan for the Upper Klamath Basin.

6. Participate in the development and implementation of monitoring strategies to evaluate results of restoration actions on habitat and fish species by the Ecosystem Restoration Team; 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. Provide technical support for various water and aquatic habitat related issues including Endangered Species Act compliance associated with the Klamath Irrigation Project, Clean Water Act Total Maximum Daily Load, Litigation, Forest Management, and others in the Upper Klamath Basin.
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. Like all employees of the Klamath Tribes, the incumbent will be called upon to accomplish other tasks that may not be directly related to this position, but are integral to the Klamath Tribes' broader functions, including but not limited to, assisting during Tribal sponsored cultural, traditional, or community events that enable the successful operation of programs and practices of The Klamath Tribes as aligned with The Klamath Tribes' Mission Statement. Some of these tasks may be scheduled outside of regular work hours, if necessary.

SUPERVISORY CONTROLS

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 Fisheries Biologist must exercise good 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 Fisheries Biologist will directly supervise Fisheries Program staff necessary to accommodate project-specific assignments in accordance with policies and procedures adopted by the Klamath Tribes.

KNOWLEDGE, SKILLS, ABILITIES

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

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

Knowledge and ability to design and implement scientific investigations into fish reproductive success; distribution and abundance; habitat quality; water quality; food habits; and physical, chemical, and biological conditions relative to fish population performance.

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 of fish propagation, aquatic 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, and to assume a leadership role in such interactions, especially in regard to leading the Tribes' Fisheries Program Team and Ecosystem Restoration Team in which an atmosphere of collegial teamwork will be essential.

Must be able to interact with people of diverse backgrounds in a professional manner, using tact, diplomacy, and mature judgment while pursuing tribal interests.

Skilled in conveying complex scientific information in a manner appropriate to a range of audiences, from layman to peer.

Ability to perform work and accomplish tasks in accordance with established policies, procedures, practices, and priorities of the Ambodat 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 and willingness to work an irregular work schedule, including nights and weekends.

Ability and willingness to work in and around stream and lake environments which will require work in inclement weather and rugged terrain.

Ability to perform tasks which require constant bending, lifting (up to 60 lbs), stretching, and stooping.

Ability to operate a vehicle in adverse weather (e.g. snowy conditions) and on rugged forest roads.

Ability to operate power boats in challenging (high winds, large waves, shallow water, etc.) conditions.

QUALIFICATIONS, EXPERIENCE, EDUCATION

Minimum Qualifications: *Failure to comply with minimum position requirements may result in termination of employment.*

- **REQUIRED** to possess a Master of Science Degree in Fisheries Biology or closely related field. *(Must submit copy of diploma or transcripts with application.)*
- **REQUIRED** to have two (2) years demonstrated work experience designing and implementing studies or actions involved in managing fish populations.
- **REQUIRED** to have one (1) year of experience with fish propagation.
- **REQUIRED** to have two (2) years supervisory experience.
- **REQUIRED** to have demonstrated ability to write well, concisely communicating complex information to a variety of audiences. *(Must submit with application a 2-5 page sample of a document authored by applicant.)*

- **REQUIRED** to have computer experience; emphasis will be in the use of Microsoft Word, Excel and work in a networked environment (e.g. spreadsheets, documents, presentations, etc.).
- **REQUIRED** to be able to operate power boats, must obtain an Oregon Boater Education Card within the initial 90-day probationary period as a condition of employment.
- **REQUIRED** to possess and maintain a valid Oregon Driver's License, (out of state applicants must receive ODL within 90 days of hire), have good driving record and be insurable by The Klamath Tribes' vehicle insurance policy. (*Must submit copy of driver license with application.*)
- **REQUIRED** to adhere to The Klamath Tribes Alcohol and Drug Free Workplace policy.
- **REQUIRED** to accept 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.

Preferred Qualifications:

- Proficiency using statistical software (e.g. R, Systat, SAS, or the equivalent), is preferred.
- Experience rearing fish in pond environments and knowledge of hatchery systems.

INDIAN PREFERENCE

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

ACKNOWLEDGEMENT

This position description is intended to provide an overview of the requirements of the position. It is not necessarily 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 PROCEDURE

Submit The Klamath Tribes ***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.

EMPLOYEE ACKNOWLEDGEMENT:	
I have reviewed this position description and have been provided a copy. I understand that The Klamath Tribes reserves the sole right to modify this position description at any time, with or without notice.	
Employee (printed name)	Employee (signature)