



The Klamath Tribes

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

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

OPEN: 04/23/24
CLOSE: Until Filled

EXEMPT
NON-EXEMPT

POSITION DESCRIPTION

POSITION: ANADROMOUS FISH SPECIALIST

RESPONSIBLE TO: Fisheries Biologist

SALARY: Step Range: 22-41; Annual/Full Benefits
Salary Range: \$51,270 - \$89,902
Hourly Range: \$24.65 - \$43.22

CLASSIFICATION: Non-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 primary purpose of this position is to re-introduce Chinook Salmon to the Upper Klamath Basin within the former Klamath Tribes Reservation boundaries and restore species to harvestable numbers. This position will coordinate with federal, state, non-profit, tribal agencies to communicate the perspective of the Klamath Tribes and advocate for reintroduction interests.

Continually communicate with the Fisheries Biologist, Aquaculturist and Fisheries Technicians on the Fisheries Program goals.

MAJOR DUTIES AND RESPONSIBILITIES

1. Collaborate with other salmon managers in the Klamath Basin to best apply resources for the reintroduction of Chinook Salmon to the Upper Klamath Basin.
2. Advocate for tribal interests associated with the reintroduction of salmon.
3. Design, implement, and maintain a comprehensive fish and environmental monitoring program.
4. Assist and/or lead standard sampling and salmon hatchery efforts throughout the Upper Klamath Basin.
5. Development of a Klamath Tribal Hatchery Facility for reintroduction of Chinook and possibly other salmonids in the future, working in consultation with KIGC and Tribal Council.
6. Supervise Fisheries Resource Technicians, as assigned.
7. 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

The Anadromous Fish Specialist 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 timely manner and that policy and procedures are followed. The Anadromous Fish Specialist 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 Anadromous Fish Specialist will directly supervise 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 design and implement scientific investigations into salmon 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.

Ability to collaborate effectively with individuals and groups with differing management perspectives

Practical knowledge of salmon aquaculture methodologies for eurythermal species of all life stages.

Understanding of the design and installation of salmon aquaculture systems.

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

Ability to tag fish with a variety of methods for release.

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.

Demonstrated ability to work productively and positively with people of diverse backgrounds, skillsets, and abilities.

Ability to effectively communicate both orally and in writing.

Practical knowledge of genetic application in salmon aquaculture.

QUALIFICATIONS, EXPERIENCE, EDUCATION

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

- **REQUIRED** to possess a minimum of a Bachelor's degree in the Aquatic Sciences, Aquaculture, Fish Biology or equivalent. *(Must submit copy of diploma or transcripts with application)*

- **REQUIRED** to have a minimum of 3 years applicable experience.
- **REQUIRED** to have two (2) years supervisory experience.
- **REQUIRED** to have computer experience; emphasis will be in the use of Microsoft Word, Excel and work in a networked environment.
- **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:

- Master's Degree in Fish Biology/Natural Resource Management/Aquaculture

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)