



The Klamath Tribes

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

Phone: (541) 783-2219

HR Fax: (541) 783-2836

OPEN: 04/01/24
CLOSE: until filled

EXEMPT X
NON-EXEMPT

POSITION DESCRIPTION

POSITION: LANDSCAPE ECOLOGIST

RESPONSIBLE TO: Natural Resources Director

SALARY: Step Range: 38-50; Annual/Full Benefits
Salary Range: \$82,273 - \$117,301
Hourly Range: \$39.55 - \$56.39

CLASSIFICATION: Management, Regular, Full-Time

LOCATION: The Klamath Tribes
Natural Resources Department
501 Chiloquin Blvd.
Chiloquin, OR 97624

BACKGROUND: N/A

POSITION OBJECTIVES

The Landscape Ecologist within the Klamath Tribes Natural Resources Department will provide guidance on the Tribe's environmental stewardship efforts, focusing on landscape-scale restoration and conservation initiatives. Core responsibilities include conducting thorough ecological assessments of treaty resources, organize habitat restoration activities, and integrating traditional ecological knowledge with contemporary science and conservation methodologies. Collaborative efforts with tribal departments, governmental bodies, and external stakeholders will be pivotal in identifying funding opportunities, formulating conservation strategies, and assessing the efficacy of restoration activities.

MAJOR DUTIES AND RESPONSIBILITIES

1. Lead and perform ecological assessments, surveys, and implementation monitoring of ecosystem health, biodiversity, and habitat quality to advise consultation, restoration, and conservation efforts.

2. Develop and implement scientifically sound conservation plans, models, and management strategies to protect and enhance ecosystem resilience, enhance wildlife habitat, and support cultural values.
3. Perform research, habitat assessments, and restoration plans for tribal subsistence wildlife species including but not limited to mule deer, elk, and antelope.
4. Provide technical expertise and guidance on ecological issues to tribal leadership and consulting agencies on natural resource management practices.
5. Develop and implement a comprehensive native seed strategy, including the identification, collection, propagation, and distribution of indigenous plant species to support ecosystem restoration and biodiversity conservation efforts
6. Collaborate with tribal leadership, government agencies, and other organizations to develop and implement conservation initiatives.
7. Collect environmental data or samples to conduct research projects to advance understanding of local ecosystems, species dynamics, and environmental change to inform ecosystem management.
8. Assist in land management planning by incorporating ecological factors into land use planning procedures. Identify prospective habitat restoration initiatives and potential funding streams, collaborating with local, state, and federal entities as needed.
9. Provide support to natural resources department programs to ensure ecologically sustainable and culturally appropriate ecosystem management strategies for wildlife, forestry, wildland fire, and other relevant natural resources projects.
10. Support establishment of conservation objectives and monitoring plans, and conduct monitoring and evaluation of restoration initiatives and land management actions to assess progress towards conservation goals.
11. Engage in outreach and education activities to raise awareness about ecological issues and conservation practices within the tribal community.
12. Contribute to the protection and restoration of tribal lands and treaty resources, promoting ecological resilience and community well-being.
13. Assist in identifying and applying for grants and other funding opportunities. This includes developing and managing proposals, budgets, reports, and other written communications promptly and effectively.

14. Maintain professional knowledge and stay abreast of current trends by conducting research, attending relevant seminars, workshops, and conferences and engaging with professional publications.
15. Exercise supervisory duties for direct report staff under strict adherence to the Personnel Policy and Procedures Manual. Perform overall work planning, set priorities, assign and review work. Discuss the progress of the work and problem areas as they arise. Identify training needs and ensure that training opportunities are provided. Resolve complaints or minor grievances, and advise employees on matters related to less than adequate performance. Keep employees informed of management policies and goals.
16. 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 Natural Resources Director outlines the overall department objectives and priorities, time limits, and the financial and personnel resources available. The employee plans and completes work using own initiative, exercising judgment according to previous training, experience, and instructions.

Work is reviewed from an overall standpoint in terms of meeting objectives, effectiveness, and compliance with laws, regulations, policies, and procedures.

KNOWLEDGE, SKILLS, ABILITIES

Possess a strong understanding of ecological principles, including ecosystem dynamics, species interactions, and biodiversity conservation.

Knowledge of ecological research methods, including field sampling techniques, data analysis, and experimental design.

Familiarity with local ecosystems, including dry forest plant and animal communities, habitats, and environmental processes.

Understanding of environmental laws, regulations, and policies related to natural resource management and conservation.

Proficiency in utilizing computer software for tasks such as data analysis, modeling, and scientific writing, including expertise in GIS (Geographic Information Systems)

Awareness of cultural, social, and economic factors influencing environmental decision-making in tribal communities. Ability to work respectfully and collaboratively with diverse cultural perspectives, honoring tribal sovereignty and traditional ecological knowledge.

Proficiency in conducting ecological assessments, surveys, and monitoring programs to assess the health and status of ecosystems.

Strong analytical skills to interpret ecological data, identify patterns, and draw scientifically valid conclusions.

Excellent communication skills, both verbal and written, to effectively communicate ecological concepts and findings to diverse audiences including government agencies.

Ability to work independently and collaboratively in multidisciplinary teams, including, scientists, government agencies, and community stakeholders.

Skill in project management, including planning, organizing, and implementing ecological research projects and conservation initiatives.

Ability to adapt to changing environmental conditions and prioritize conservation actions based on ecological needs and community priorities.

Willingness to engage in continuous learning and professional development to stay current with advances in ecological science and conservation practice.

QUALIFICATIONS, EXPERIENCE, EDUCATION

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

- **REQUIRED** to possess a Master's Degree in Landscape Ecology, Ecology, or closely related field, and minimum 5 years relevant work experience. *(Must submit copy of diploma or transcripts with application; HSD/GED only required when applicant doesn't have a college degree.)*
- **REQUIRED** to have direct 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:

- Experience with advanced statistical analysis methods and modeling techniques for landscape-scale ecological studies.
- Experience working with Indigenous communities or tribal governments on ecological projects, with a deep understanding of tribal cultural values and natural resource management practices.
- Publication record demonstrating expertise in landscape ecology research and contributions to the scientific community.
- Experience with grant writing and securing funding for landscape ecology projects.

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)