



The Klamath Tribes

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

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

OPEN: 06/12/25
CLOSE: 06/26/25

EXEMPT _____
NON-EXEMPT X

POSITION DESCRIPTION

POSITION: FISHERIES RESOURCE TECHNICIAN II

RESPONSIBLE TO: Fisheries Biologist

SALARY: Step Range: 15-25; Full Benefits
Salary Range: \$43,103 - \$57,927
Hourly Range: \$20.72 - \$27.85

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

Objectives for this position include conducting data collection tasks relating to fisheries management, fish culture for endangered species, fish distribution and abundance, habitat restoration, and monitoring. Additional objectives for this position include upkeep of monitoring equipment, rearing ponds, indoor rearing space, and general appearance of the rearing facility.

Funding for this position is acquired through grants, the position will exist as long as grants are acquired to maintain it.

MAJOR DUTIES AND RESPONSIBILITIES

Aquaculture Specific Duties

1. **Fish Care and Maintenance:**
Independently feed, monitor fish health, and ensure the appropriate environment (water quality, temperature, etc.) for fish growth and development.
2. **Water Quality Monitoring:**
Independently monitor water conditions by testing water quality parameters, such as pH, oxygen levels, and temperature, and taking active steps to mitigate negative effects.
3. **Cleaning and Sanitation:**
Perform routine cleaning of tanks, filtration systems, and hatchery equipment to prevent contamination and promote healthy fish environments.
4. **Egg, Larvae and Juvenile Fish Handling:**
Independently prepare for the collection and incubation of fish eggs, fish larvae, monitoring the hatching process, and transferring juvenile fish to appropriate tanks or rearing systems.
5. **Inventory Management:**
Unassisted, track inventory of feed, equipment, and hatchery supplies and order as needed.
6. **Record Keeping:**
Independently maintain accurate records on fish health, growth rates, water quality, and daily hatchery operations.
7. **General Maintenance:**
Independently conduct routine maintenance of hatchery facilities, including checking and repairing tanks, pumps, water circulation systems, and upkeep of indoor and outdoor facilities.
8. **Health Monitoring:**
Observe fish for signs of disease or stress and report any issues to senior staff for diagnosis and treatment.
9. **Safety Compliance:**
Adhere to safety protocols and environmental regulations to ensure a safe working environment for both staff and fish.

Fisheries Science Specific Duties:

10. Field Data Collection:

Follow instructions and independently conduct surveys and sampling of fish populations, aquatic habitats, and water quality. Operate and maintain fisheries sampling equipment, including electrofishing gear, nets, water quality meters, and other tools.

Monitor and assess the health of aquatic ecosystems, including the identification and enumeration of fish species, aquatic invertebrates, and vegetation.

11. Laboratory Analysis:

Independently process biological samples, including fish tissue, diet, and aging samples. Perform routine laboratory analyses (e.g., water chemistry tests).

Maintain accurate records of laboratory results and field data, ensuring proper data quality control.

12. Data Management and Reporting:

Enter, manage, and analyze field and lab data using various data management software tools (e.g., Excel, and specialized fisheries software). Monitor trends in fisheries populations and aquatic habitats, reporting any significant changes or concerns to senior staff.

13. Fish and Habitat Management:

Assist with the stocking, tagging, and tracking of fish populations for monitoring and research purposes. Implement fish habitat restoration and enhancement projects in collaboration with team members. Support the development of fishery management plans and conservation strategies.

14. Public Outreach and Education:

Assist with educational outreach to the public, including school groups, anglers, and local community members. Assist in organizing and conducting workshops or events on sustainable fisheries practices and aquatic conservation.

15. 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 Fisheries Resource Technician II is directly supervised by the Fisheries Biologist or a designee, to be determined based on project needs. This position is expected to work collaboratively in a team environment as well as 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 plans and schedules recurring work. Work is reviewed for compliance with policy, procedures, and goal attainment.

KNOWLEDGE, SKILLS, ABILITIES

Background in fisheries, natural resource management, aquaculture, and/or related fields.

Experience with standard fisheries and aquaculture techniques, including but not limited to: electrofishing, nets, traps, dry suits and snorkeling gear, thermographs, PIT tags, GPS, flow measuring devices, etc.

Ability to recognize aquaculture risks and independently create solutions without supervision.

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

Experience with Microsoft Office products.

Effectively comprehend standard operating procedures and follow them.

Ability to perform work and accomplish tasks in accordance with established policies, procedures, practices, and priorities. This includes the ability to use one's own initiative and to seek information and assistance from other sources as necessary to meet program goals and deadlines.

Basic knowledge and skills pertaining to power tools.

Ability and willingness 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.

This position requires a flexible work schedule that varies in the number of hours worked daily, but not necessarily each day, or a work schedule in which the starting and stopping times vary daily, but not necessarily each day, and does not exceed forty (40)

hours in a work-week. Occasional weekend or evening shifts may be required, depending on hatchery schedules and survey needs.

QUALIFICATIONS, EXPERIENCE, EDUCATION

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

- **REQUIRED** to possess a High School Diploma or Equivalent. *(Must submit copy of diploma or transcripts with application.)*
- **REQUIRED** to possess one year of experience in fisheries, natural resource management, aquaculture, or related field.
- **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 have basic computer experience; emphasis will be in the use of email, word processing, and other commonly used applications in a networked environment.
- **REQUIRED** to adhere to The Klamath Tribes Alcohol and Drug Free Workplace policy.
- **REQUIRED** to lift objects such as bags of feed, pumps, screens, electrofishing equipment and pieces of equipment weighing up to 50 lbs.
- **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:

- Education beyond high school relating to environmental science, biology, ecology, natural resource management or related fields is preferred. *(Diploma, transcripts must be submitted with application for consideration.)*

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)