



The Klamath Tribes

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

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

OPEN: 01/23/26
CLOSE: 02/06/26

EXEMPT
NON-EXEMPT

POSITION DESCRIPTION

POSITION: ENVIRONMENTAL MONITORING TECHNICIAN

RESPONSIBLE TO: Forest Manager

SALARY: Step Range: 16-26; Annual/Full Benefits
Salary Range: \$45,530 - \$61,189
Hourly Range: \$21.89 - \$29.42

CLASSIFICATION: Non-Management, Regular, Full-Time

LOCATION: The Klamath Tribes
Natural Resources Department

BACKGROUND: N/A

POSITION OBJECTIVES

The primary purpose of this position is to perform environmental monitoring activities in support of the Natural Resources Department. The Tribal Environmental Monitoring Technician is responsible for conducting environmental monitoring activities to assess the health and quality of the environment; including data collection to assess implementation and effectiveness monitoring associated with forest management, prescribed burning and wildfire, and other land use activities within the Klamath Tribes reserved treaty rights lands.

MAJOR DUTIES AND RESPONSIBILITIES

1. Collect environmental data, including, but not limited to air, water, soil, plant, and animal samples.
2. Compile and analyze data using appropriate statistical methods.

3. Monitor trends in environmental data and track changes in environmental quality indicators.
4. Work collaboratively with Tribal representatives, Tribal Environmental Coordinator and other technical personnel to develop and implement monitoring plans to achieve project objectives.
5. Prepare reports and other communication materials to convey data and findings to Tribal Environmental Coordinator, leadership, and stakeholders.
6. Participate in ongoing training and professional development opportunities to stay updated with the latest developments in environmental monitoring and assessment practices.
7. Utilize modern technology and database applications to sample data and evaluate implementation and effectiveness of environmental activities.
8. Maintain all monitoring tools and safety equipment.
9. Perform Fire Effects Monitoring (FEMO) to evaluate prescribed fire effects to determine if fires meet established objectives.
10. 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 Environmental Monitoring Technician works under the direct supervision of the Forest Manager who provides general instructions regarding work schedule and protocols, and review of work products. The Environmental Monitoring Technician must be able to independently follow silvicultural prescriptions, marking guidelines and other technical direction.

KNOWLEDGE, SKILLS, ABILITIES

Knowledge of the ecological requirements of Tribal subsistence resources and ability to quantify ecological threshold using appropriate tools, education and professional training.

Computer skills required to operate work processing software and spreadsheets, for data analysis. Geographic Information System software experience, important.

Ability to complete work assignments using appropriate tools, experience, education, and technical training. Skill in using basic forestry field tools, for example: GPS, Relaskop, clinometer, increment borer, and computer notebooks.

Knowledge with ecological forest restoration principles and their application in project implementation activities.

Ability to perform work and accomplish tasks following specific procedures in accordance with established policies, procedures, professional practices, and scientific accuracy.

Knowledge of, or the ability and desire to learn, the boundaries of the former reservation and adjacent areas that impact Tribal resources.

Ability to learn the Klamath Forest Management Plan and related plans, codes, and regulations.

Must have good interpersonal relationship skills. The incumbent will work with a variety of individuals when collaborating on project implementation. The incumbent must interact in a professional manner using tact, diplomacy, and a mature judgment.

Ability to communicate with both written and oral skills.

Ability to work in inclement weather and rugged terrain.

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

QUALIFICATIONS, EXPERIENCE, EDUCATION

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

- **REQUIRED** to possess an Associate's Degree in Forestry or related degree; or an equivalent demonstrated work experience (*Must submit copy of work samples or degree diploma or transcripts with application*).
- **REQUIRED** to possess a minimum of a High School Diploma or Equivalent. (*Must submit copy of diploma or transcripts with application; HSD/GED only required when applicant doesn't have a college degree.*)
- **REQUIRED** to have computer experience; emphasis will be in the use of Microsoft Word, Excel and work in a networked environment.

- **REQUIRED** to have experience using basic forestry field tools, for example: GPS, Relaskop, clinometer, increment borer, and computer notebooks.
- **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 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 Stewardship contracts and agreements, and other traditional fire and forestry related contracts; such as timber sale contracts, pre-commercial thinning contract, reforestation contracts, etc.
- GIS experience.
- Experience with monitoring programs for forest treatment and fire effectiveness.
- Experience working in a collaborative setting with federal, state, tribal and NGO partnerships to collectively design protocols and independently present reports.
- Forest Ecology background and demonstrated professional experience.
- Field experience on survey crews.
- FEMO

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)