



The Klamath Tribes

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

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

OPEN: 03/23/26
CLOSE: 04/07/26

EXEMPT _____
NON-EXEMPT X

POSITION DESCRIPTION

POSITION: FISHERIES RESOURCE TECHNICIAN III

RESPONSIBLE TO: Fisheries Biologist

SALARY: Step Range: 17-31; Full Benefits
Salary Range: \$46,896 - \$70,934
Hourly Range: \$22.55 - \$34.10

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 implement field data collection tasks relating to fisheries management, fish culture relating to reintroduction programs for endangered species, fish distribution and abundance, habitat restoration, and monitoring.

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

1. Perform leadership tasks such as work coordination and scheduling, review of junior fisheries technicians, data compilation, and basic reporting.
2. Unassisted, conduct field data collection activities relating to aquatic resource management using appropriate sampling methods and operating a wide variety of equipment. Field work will require safely traveling by vehicle and boat to field sites in adverse weather conditions using a Tribal vehicle or water craft.
3. With assistance from junior technical staff, perform research, monitoring, and evaluation of a wide variety of aquatic resources, including fish, invertebrates, plants, water, and other project specific aspects.
4. Lead and implement of aquatic habitat restoration activities.
5. Lead and implementation of fish and aquatic habitat monitoring strategies to evaluate results of restoration actions.
6. Lead measurement of environmental variables, including but not limited to water, soil, and stream and wetland characteristics.
7. Safely operate, maintain, and repair gear and equipment necessary for sampling and data collection.
8. Coordinate the entry and summation of basic field and laboratory data. Supervise necessary quality control and quality assurance tasks.
9. Work with maintenance staff to coordinate regular maintenance to ensure the functionality of aquaculture systems.
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 Fisheries Resource Technician III 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, financial resources available, and plans and schedules recurring work. Work is reviewed for compliance with policy, procedures, and goal attainment.

KNOWLEDGE, SKILLS, ABILITIES

Knowledge of, through a combination of coursework and experience, aquatic ecology, hydrology, riparian plant ecology, and other job specific scientific concepts.

Knowledge of standard fisheries and hydrologic sampling equipment, including but not limited to: electro-fishing, nets, traps, dry suits and snorkeling gear, thermographs, PIT tags, GPS, flow measuring devices, etc.

Advanced knowledge of aquaculture systems, through a combination of experience, training, and/or coursework.

Ability to lead the collection and compilation of data accurately and efficiently while being detail oriented, thorough, and organized.

Advanced knowledge of Microsoft Office products.

Demonstrated ability to effectively communicate in a leadership role both verbally and in writing.

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.

Advanced knowledge and skills pertaining to power tools and aquaculture equipment.

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.

Ability to safely operate vehicles in adverse weather conditions and on rugged roads.

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 have a minimum of 36 months of combined documented experience as a Fisheries Technician I, II, or close equivalent.
- **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 working 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 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:

- A minimum of 24 credits of education beyond high school relating to environmental science, biology, ecology, natural resource management, or baccalaureate core courses is preferred. Formal training from other entities can be substituted with documentation *(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)