



Confederated Tribes of Siletz Indians

P.O. Box 549

Siletz, Oregon 97380

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• 1-800-922-1399

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CTSI JOB VACANCY ANNOUNCEMENT

Opening Date: September 5, 2018
Closing Date: October 5, 2018
Job Title: Biological Programs Biologist
Salary/Wage: \$22.52/hr
Tribal Level: 19
Location: Siletz, OR
Classification: Full Time, Non-Exempt, Limited Duration
Job Posting Number: 201842

Introduction:

The Biological Program's staff is responsible for status assessments of freshwater, marine and terrestrial species, for monitoring and research, habitat conservation and restoration, and conservation related land acquisition programs occurring within the Tribe's Natural Resource Department.

Requirements:

Bachelor's degree in Fisheries, Wildlife, Aquatic or Marine Sciences, Biology or Natural Resources Management, - *OR* - an equivalent combination of education and/or experience with at least two years experience with aquatic fieldwork. Must have significant experience covering at least one of the following categories: Category 1 – Restoration: Design and implementation of freshwater and estuarine habitat restorations; Design and implementation of riparian restorations; Design and implementation of wetland restorations; Design and implementation of upland terrestrial habitat restorations; Use of aerial imagery for landscape and habitat analysis; Use of surveying equipment such as GPS units, transits, range finders and laser levels; Basic surveying methods used to create mapping polygons and transects as well as grade and slope data; Basic operations of Arc GIS (i.e. creating shape files, databases, simple landscape analyses); Operation of motorized and non-motorized watercraft. Category 2 - Finfish Monitoring and Research: Use of fish sampling equipment including fixed traps, trap nets, seine nets, electroshockers and underwater video recorders; Sampling design; Fish population estimate methods – pass-removal, mark recapture, catch per unit effort, spawning and snorkel surveys; Freshwater habitat classification methods; Species identification – fish that inhabit freshwater streams and estuaries of the Pacific Northwest; Population and habitat data summarization and analyses; Operation of motorized and non-motorized watercraft. Category 3 – Water Quality Monitoring: Water quality sampling procedures (DO, conductivity, temperature, salinity, turbidity/sediment, stream-born chemicals); Stream flow/velocity sampling procedures; Use of stream flow/velocity measurement devices; Water quality data summarization and analyses; Operation of motorized and non-motorized watercraft. Category 4 – Shellfish Monitoring and Research: Defining and sampling intertidal habitats; Shellfish identification; Sampling for abundance, biomass, and spatial distribution of shellfish communities, especially bay clams; Distribution, population and habitat data summarization and analyses; Operation of motorized and non-motorized watercraft. **Knowledge of:** The principles, practices and techniques of biological, physical and chemical sampling. **Experience in:** Leading and overseeing field crews to conduct studies,

including training of seasonal staff, developing sampling schedules, assigning work tasks and working directly with field crews to assure quality control during data collection efforts. Using Microsoft Excel for data entry and analysis as well as Microsoft Word for data summary and report generation. **Ability to:** Use power tools safely and effectively to perform work-related construction. Work odd hours, including early mornings, late evenings and weekends as necessary to fulfill the sampling needs of the project. Work 16 hour shifts for limited durations (10-20 times per year). **Other:** Be in good physical condition; be able to ascend and descend steep slopes, work in heavy brush and swampy conditions; be willing to perform strenuous physical labor including carrying 100 lb. backpacks and nets through forested, swamp and tidal lands; be able to snorkel in 35–85°F salt and freshwater; be able to pull heavy seines through complex and uncomfortable aquatic environments; be able to lift adult fish 10-40 pounds while in awkward positions. Well-organized self-starter with the ability to communicate effectively; work in a supervisory position as well as independently. Must possess a valid Oregon State driver's license, insurance and be eligible to drive a GSA vehicle.

Duties:

Leads and oversees field crews to conduct studies, including training of seasonal staff, develops sampling schedules, assigns work tasks and works directly with field crews to assure quality control of collected data. Maintains sampling equipment and project vehicles. Reviews and edits field data for completeness and accuracy. Evaluates field and laboratory protocols to maintain internal quality and to ensure that data is comparable among projects and over time. Compiles, tabulates, summarizes, and graphs data collected by the project. Conducts statistical analyses to develop conclusions. Writes reports covering findings of studies and monthly or annual reports on program and project status. Prepares and provides oral presentations of project results to staff, academic, general public or professional groups. Develops maps and other GIS data products to guide sampling efforts and illustrate spatial project information. Assists with GIS analysis of target species and habitats. Maintain GPS equipment, software, and map templates. Maintains and updates metadata for GIS data layers. Assists in the development of data management plans for the project. Maintains and updates the long-term datasets and databases for the project (Access, Excel and GIS). Responds to department, interagency, and public requests for project data. The relative proportion of field work, equipment maintenance, daily supervision of project staff and data entry/data summary, and report generation will vary by season.

All new employees will serve a six-month probationary period to enable the General Manager to determine their suitability as a tribal employee. After the six-month probation the employee will be evaluated of his/her performance and at that time it will be decided if the employee is entitled to a regular employee status.

HOW TO APPLY:

All applicants must submit a **Tribal** "Application for Employment Form".

<http://www.ctsi.nsn.us/uploads/downloads/Employment/Application%20-%20CTSI%202017.pdf>

Applications must be received by the closing date of this announcement to receive consideration.

TO RECEIVE CREDIT FOR TRAINING OR EDUCATION, DOCUMENTATION MUST BE PROVIDED.

If applying for more than one position, separate applications will be required for each position. The high school diploma/GED requirement will be waived for Tribal Elders

SEND APPLICATIONS TO: Confederated Tribes of Siletz Indians

Attn: Human Resources Department
P.O. Box 549
Siletz, OR 97380

Fax number 541-444-8375 or 1-800-922-1399 ext. 1375
Human Resources 1-800-922-1399 ext. 1274
Website www.ctsi.nsn.us
Email hrdepartment@ctsi.nsn.us

Conditions of Employment:

The selectee will be required to submit to a urinalysis to screen for illegal drug use before employment.

May need to provide DMV Driver Record and proof of Automobile insurance.

The Tribe's Indian Preference Policy will apply. Tribal government will not discriminate in selection because of race, creed, age, sex, color, national origin, physical handicap, marital status, politics, membership, and non-membership in an employee organization.