



Confederated Tribes of the Colville Reservation

Human Resources Office P.O.Box 150 Nespelem, WA 99155
(800) 506-9434 (509) 634-2845 Fax (509) 634-2864 www.colvilletribes.com

POSITION: Fisheries Biologist II
SALARY: \$39,644.80, less 5% during (90) day probation
REPORTS TO: Fisheries Biologist III
LOCATION: Omak, Washington

BASIC FUNCTIONS: The incumbent in this EXEMPT position will work under the direction of the Fisheries Biologist IV to provide oversight for the Omak Creek and Salmon Creek projects. Duties include, but are not limited to, developing projects to address adverse impacts on habitat or prevent negative impacts to in-stream habitat; ensure that projects are accomplished within budget and meets standards for completion in a timely manner; will conduct surveys identifying impediments or barriers to adult fish passage; will work as a liaison with landowners and obtain management or access agreements as well as provide technical consultation for Tribal members, landowners, businesses, agency personnel and other fish and wildlife interactions with commercial or industrial activities.

MINIMUM QUALIFICATIONS (Education and Training):

- Bachelor's Degree in Fisheries, Wildlife Management, Natural Resource Science, or Environmental Science **AND** Thirty-six (36) months of successful work experience in fish management, fish research, wildlife management, wildlife research, habitat management or habitat research (TRANSCRIPTS REQUIRED); **OR**
- Twenty-four (24) months of successful work experience in fish management, fish research, wildlife management, wildlife research, habitat management or habitat research at a Biologist I level.
- Master's Degree in the applicable science may be substituted for 12 months of required experience.
- 12 semester or 18 quarter hours of specific course work may be required for certain positions.
- Must possess and maintain a valid State Driver's License and be eligible for the Tribes' vehicle insurance.

(Knowledge, Skills, and Abilities):

- Must have successful supervisory experience which includes the following: hiring, conducting interviews, developing and taking corrective/disciplinary action, motivating employees, workflow analysis, performance evaluations, detailing assignments, staff training, conducting staff meetings, public relations and conflict resolution.
- Must have considerable interpersonal, organizational, planning, project management and oral and written communication skills to author technical reports.
- Experience reflecting knowledge of State and Federal regulatory requirements as well as environmental regulation, Endangered Species Act and related laws.
- Experience reflecting knowledge of anadromous habitat salmonids requirements.
- Ability to utilize microcomputers for routine data analysis and work processing tasks.
- Ability to work as member of an inter-disciplinary team, coordinate with multiple landowners, funding agencies, technical experts, non-technical volunteers and other internal programs.
- Experience reflecting the methods of collecting and analyzing physical habitat data as it relates to supporting anadromous salmonids.
- Ability to develop scope of work, budget detail and sub-contracts for submission to BPA, Tribal Administration and Business Council.
- Must be able to work variable hours, long days, nights, early mornings, holidays and weekends as the work dictates.
- Must be able to work in a multi-cultural environment.
- Must be in good physical condition to be able to work, hike and operate boats in inclement weather conditions over variable rugged terrain and water systems

NOTE: This position has been identified as a "Safety Sensitive" position. Pursuant CCT Policies, this position is subject to pre-employment, post accident, and random drug testing.

TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL ALSO BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO MEET MINIMUM JOB QUALIFICATIONS WITHIN EACH INDIAN PREFERENCE CODE.

CLOSING DATE: Applications and supporting documents **MUST** be received in the Human Resources Office by **4:00 p.m., Friday, November 6, 2009** or be postmarked by that date.

INFORMATION: Confederated Tribes of the Colville Reservation
Human Resources Office
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