YUROK TRIBE-JOB DESCRIPTION
Biologist I – Fisheries

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Fisheries Biologist I</th>
<th>Pay Grade</th>
<th>7/8</th>
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<tbody>
<tr>
<td>Department</td>
<td>Fisheries</td>
<td>Location</td>
<td>Various, Primarily Klamath-Trinity Basin</td>
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<tr>
<td>Reports To</td>
<td>Fisheries Intermediate level Biologist and Senior Biologist</td>
<td>FLSA Status</td>
<td>Non-Exempt</td>
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ALL HIRING IS SUBJECT TO THE YUROK TRIBE’S HIRING PREFERENCE

Salary Range: $22.04-28.76/24.16-31.50

POSITION SUMMARY:

Employee is under the general supervision of the divisional Intermediate and/or Senior Fisheries Biologist. Employee will be responsible for implementation and oversight of fisheries related research, monitoring, and/or restoration projects. This position is comprised mostly of fieldwork, with some time spent in the office. The position requires work during various times of the day and may require weekly schedules. Work weeks may include weekend and/or evening work shifts and multiple days of overnight travel. This is a supervisory position and requires the oversight of lower level fisheries staff. This position may require interagency coordination when implementing field activities, planning projects, or obtaining necessary environmental permits for restoration projects.

DUTIES AND RESPONSIBILITIES:

This position may include, but is not limited to, the following duties:

1. Assists Intermediate level and/or Senior Fisheries biologist by providing on-site field coordination, crew oversight and guidance, and training for habitat, biological, and creel survey crews, including: juvenile outmigrant monitoring projects, salmon spawning ground and dive surveys, fisheries restoration projects, monitoring of fisheries harvest, and other fisheries research and assessments.

2. Serves as field lead for various fish census and habitat projects employing a variety of sampling techniques that may include: seining, electrofishing, snorkel surveys, fish weir operation, outmigrant trap operation, water velocity and river discharge measurements, radio and sonic telemetry, cross-section and longitudinal profiles, and fisheries habitat inventory methods.

3. Responsible for accurate and legible collection and compilation of data, data entry, and quality control/assurance.

4. Conducts literature research and compiles/analyses data. Uses collected data to create written data summaries, analyses and final technical memorandums, reports, and publications.

5. Uses computers and programs including, but not limited to, Microsoft Word, Outlook, Excel, PowerPoint, and Access to create necessary technical reports, analyses and correspondence as needed.
6. Operates and maintains jet boats, outboard motors, inflatable rafts, ATVs and utility vehicles, chainsaws, and other equipment owned or rented (backhoes, front-end loaders, forklift, etc.), as well as passenger vehicles, 4WD trucks, and trailers.

7. Operates and maintains a variety of fisheries and habitat sampling gear, including fyke nets, outmigrant fish traps, remote PIT tag monitoring stations, and other fisheries sampling equipment. Assists in keeping workplace, field houses, project work sites, laboratory areas, office areas, storage areas, and vehicles neat and orderly.

8. Cooperates with other agencies, Tribes, and interacts with the general public in a professional manner.

9. Operate and maintains research equipment using various computer programs/platforms.

10. Completes basic administrative duties such as purchase requests, timesheets, QA/QC, equipment inventories, and others as required.

11. Completes annual performance evaluations and performance plans as necessary for fisheries technicians under his/her direct supervision.

12. May be assigned other duties as required to meet the needs of the organization.

SUPERVISORY RESPONSIBILITIES:

This position will be required to supervise Fisheries Technician I-IV, Fisheries Interns, and volunteers.

DESIRABLE QUALIFICATIONS:

1. Knowledge of life history strategies and habitat requirements of anadromous fish species present in the Klamath River, including: Chinook and Coho salmon, steelhead, coastal cutthroat trout, green sturgeon, lamprey, and eulachon

2. Knowledge of and experience in conducting basic fisheries surveys, including: habitat mapping, spawning and carcass surveys, out-migrant trapping, direct observation surveys (snorkeling), creel surveys, and electro-fishing techniques

3. Basic computer skills, such as data base management, GIS, and statistical analysis software

4. Ability to supervise field crews in an organized, productive, and professional manner while maintaining a positive and safe work environment

5. Ability to organize and implement sound plans, procedures, and schedules

6. Skills and experience in operating and maintaining jet boats, inflatable rafts, boat trailers, fish traps and other fisheries sampling equipment, and vehicles

7. Swift-water Rescue Certification, CPR Certification, and First Aid Certification

8. Ability to interact with the public, including interaction under possible adverse or volatile situations

9. Ability to demonstrate originality and good judgment in adapting accepted fisheries techniques, practices, and procedures required to accomplish specific tasks under changing or unexpected circumstances

10. Possession of a valid state issued driver’s license and ability to be placed on the Tribe’s vehicle policy to drive 4WD trucks, passenger vehicles and boats
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MINIMUM QUALIFICATIONS:

1. Ability to communicate effectively in writing and orally
2. Familiarity with computers, including prior experience using word processing and
   spreadsheet programs
3. Ability to arrive at work punctually and work enthusiastically and consistently throughout the
day both alone and with field crews
4. CPR Certification or First Aid Certification or ability to obtain certification within the first
   month of employment

EDUCATION/EXPERIENCE:

Bachelor’s degree in Fisheries Biology, Biological Sciences, Natural Resource Management or
closely related field.

OR

Combination of applicable work experience* as shown below and education to equal four years,
with at least two years of college in Fisheries Biology, Biological Sciences, Natural Resources, or a
closely related field.

* APPLICABLE EXPERIENCE is that which has provided training in the application of techniques
and process in the fisheries biological area such as harvest monitoring, hatchery management,
or habitat and biological surveys. At least one year of experience must be directly related to the
fisheries management field.

CONDITIONS OF EMPLOYMENT:

1. All applicants are subject to the Tribe’s Drug and Alcohol Free Work Place Policy including
   pre-employment screening.
2. All applicants will acknowledge and abide by all Yurok Tribe personnel and other policies and
   procedures.
3. LANGUAGE SKILLS: Must have the ability to read, write and comprehend simple instructions,
   short correspondence, and memos. With the ability to effectively present information in
   one-on-one and small group situations to customers, clients, and other employees of the
   organization.
4. REASONING ABILITY: Apply common sense understanding to carry out instructions furnished
   in written, oral and/or diagram form. With the ability to deal with problems involving several
   concrete variables in standardized situations.
5. PHYSICAL DEMANDS: While performing the duties of this job, the employee is frequently
   required to walk, stand and use hands to finger, handle, or feel. The employee may be
   required to have the ability to lift 25 to 50 pounds, stamina and sufficient physical ability and
dexterity to accomplish fieldwork that includes strenuous exertion, inclement weather and long hours in the field. However, there may be exceptions for certain positions.

a. **Additional Requirements:** Certain tasks will require successful completion of a physical stamina test.

6. **VISION REQUIREMENTS:**
   - Close vision (clear vision at 20 inches or less)
   - Color vision (ability to identify and distinguish colors)
   - Depth perception (three-dimensional vision, ability to judge distances and spatial relationships)
   - Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)

I, ___________________________________ (print name), acknowledge receiving a copy of this job description. I also understand that, as an employee, I am expected to perform my assigned duties, to read and abide by all Yurok policies and procedures—personnel, vehicle usage, procurement, etc. I understand that any violations of all established policies and procedures may lead to disciplinary measures, up to and including termination.

______________________________________________
Employee Signature

______________________________________________
Supervisor Signature

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