

YUOK TRIBE-JOB DESCRIPTION
ESA Survey Technician III

Job Title:	ESA Survey Technician III	Job Grade	5/6
Department	Fisheries/Wildlife	Location	Klamath
Reports To:	Biologist I, II, or Senior or Department Director	FLSA Status	Non Exempt
ALL HIRING IS SUBJECT TO THE YUOK TRIBE'S HIRING PREFERENCE			
Salary Range	\$15.91-\$23.06		

POSITION SUMMARY:

This position assists the Tribe's Wildlife Program personnel in the field of wildlife biology, performing endangered species surveys (primarily northern spotted owl and marbled murrelet, but possibly others) associated with proposed timber harvest and other forest-management activities. This is essentially a field position, with associated data entry and other office tasks. The position requires work during various times of the day and night but will require substantial investment in nighttime survey work and likely will require overnight shifts and weekend work.

Survey sites are scattered throughout the lower Klamath River watershed on tribal lands on and near the Yurok Indian Reservation. Travel times are typically 2-3 hours or more from Arcata; a camping opportunity closer to the study area might be provided.

This is a six-month position (March-August) with the possibility of extension contingent on funding and job performance. Extended employment would involve participation in other projects to be determined.

DUTIES AND RESPONSIBILITIES:

1. Collect data for owl and murrelet surveys, often in challenging conditions.
2. Operate and maintain 4WD trucks and ATVs to reach remote survey locations.
3. Operate electronic callers to detect owls.
4. Record field data and observations and maintain complete and accurate records at all times.
5. Hike up trails or creeks and carry supplies.
6. Keep (a) neat and orderly workplace, office space, vehicles, and storage areas.
7. Enter data into computers using Access, Excel, or other databases and provide QA/QC data review as needed.
8. Maintain all tribal program equipment and other gear related to field activities.
9. Cooperate with other agencies and tribes and interact with the general public in a professional manner.
10. Assist with various administrative duties such as completing purchase requests and vehicle mileage forms, travel planning and processing, performing timesheet QA/QC, conducting equipment inventories, and others as required.
11. Reconcile programmatic financial data with Fiscal Department records and coordinate resolution of any disparity as appropriate.
12. Perform other duties as required to meet the needs of the organization.

SUPERVISORY RESPONSIBILITIES:

The employee may be required to supervise a Wildlife Technician I or II, interns, and/or volunteers. However, it is unlikely that this position will include any supervisory responsibility.

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DESIRABLE QUALIFICATIONS:

1. Skill in written and oral expression.
2. One year of experience entering, analyzing, and presenting data requiring a minimum of review and editing.
3. Ability to organize and implement sound plans, procedures, and schedules.
4. Outdoor experience and skills including map and compass navigation.
5. Rescue Training, CPR certification, and/or First Aid Certification.
6. Familiarity with relational databases (e.g., Microsoft Access and ArcGIS programs).
7. Familiarity with Yurok Tribe natural resource priorities from a biological and/or cultural perspective.

MINIMUM QUALIFICATIONS:

1. Ability to work independently with minimal supervision.
2. Ability to work safely and comfortably alone at night in a remote backcountry setting.
3. Ability to operate a 4WD truck and an ATV on rough terrain, including loading and unloading the latter onto and off the former.
4. Ability to hike in steep terrain with dense vegetation including poison-oak.
5. Ability to navigate to survey points in the dark by truck or ATV or on foot.
6. Ability to detect target species and distinguish them from all others potentially present; basic familiarity with wildlife and vegetation of Del Norte and Humboldt counties.
7. Ability to assess habitat suitability for and recognize signs of target species.
8. Ability to keep accurate, detailed, legible field records and enter data using standard Microsoft Office software.
9. Ability to remain focused for long periods, often under uncomfortable conditions.
10. Ability to follow instructions and protocols and make sound, independent decisions.
11. Ability to become certified to conduct Marbled Murrelet surveys (requires at least normal hearing and vision).
12. Ability to keep live mice fed, watered, and properly sheltered from severe heat and cold for use in baiting owls.
13. Ability to work on an extremely flexible schedule, shifting back and forth between pre-dawn, daytime, and evening work.
14. Ability to engage with Tribe members and represent the Tribe in a professional manner.
15. Licensed, with the ability to drive legally and insurable with the Yurok Tribe's auto insurance.
16. Familiarity with basic Microsoft Word and Excel functions.

JOB BENEFITS:

1. A competitive wage.
2. The opportunity to work in an area normally inaccessible to the public.
3. Valuable work experience conducting protocol-level surveys for federally-listed species.
4. The potential for continued employment with the Yurok Tribe.

EDUCATION/EXPERIENCE:

G5: Experience conducting basic wildlife surveys, habitat mapping, and solo field activities.

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High-school graduation or equivalent and two years of specialized experience in the Wildlife field or related at the next lower grade level or two years of course study above high school in Natural Resources, Wildlife Biology, or Wildlife Management with one year of special experience at the next lower grade level.

G6: Experience conducting basic wildlife surveys, habitat mapping, and solo field activities. Three years of course study above high school in Natural Resources, Wildlife Biology, or Wildlife Management with one year of specialized experience equivalent to the next lower grade level.

Equivalent combinations of education and experience are qualifying for both grade levels.

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: All applicants must have the ability to read, write, and comprehend simple instructions, short correspondence, and memos, with the ability to present information effectively in one-on-one and small-group situations to customers, clients, and other employees of the organization.
4. REASONING ABILITY: All applicants must be able to 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 and sufficient stamina and physical ability and dexterity to accomplish fieldwork that may include long hours of strenuous exertion in inclement weather. However, there may be exceptions for certain positions.
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)