



Yurok Tribe

Job Description

JOB TITLE:	Senior Fisheries Restoration Design Biologist		
JOB GRADE:	12/13	REPORTS TO:	Senior Civil Engineer/Design Branch Manager
STATUS:	Exempt	LOCATION:	Arcata/Remote
DEPARTMENT:	Fisheries	DIVISION:	Natural Resources
ALL HIRING IS SUBJECT TO THE YUROK TRIBE'S HIRING PREFERENCE			
SALARY RANGE:	\$79,913.60 - \$104,270.40/\$94,099.20 - \$122,761.60		

POSITION SUMMARY:

The Senior Fisheries Restoration Design Biologist position is under the general supervision of the Design and Implementation Branch Manager and may also report to Design and Technical Services Program Manager, the Fisheries Department Director, or other related positions on a project-dependent basis. This position will provide technical expertise in fish biology, ecology, restoration effectiveness, environmental flows, and large-scale river/channel restoration design and implementation. Responsible for the development and execution of ecological monitoring, data analysis and interpretation, and report production. The Senior Fisheries Restoration Design Biologist represents the Fisheries Program in various technical and policy forums at the direction of the Fisheries Department Director. The Senior Fisheries Restoration Design Biologist may act as a technical representative for the Yurok Tribe on various committees or in other forums and may act as technical lead for major policy initiatives. This position is full-time permanent, based on funding availability.

DUTIES AND RESPONSIBILITIES:

1. Develop and implement biological and resource assessments and management plans for the Tribal Fisheries Department in general, and for the specific area of responsibility, as is necessary.
2. Serves as point of contact to the various federal, state, and local resource agencies, including Bureau of Reclamation, Bureau of Indian Affairs, US Fish and Wildlife Service, CA Resources Agency, and other Tribes.
3. Provide design recommendations for restoration projects including bank rehabilitation, gravel augmentation, riparian re-vegetation, floodplain creation, sediment management and watershed restoration.
4. Serves as a design team co-lead on designated projects. This includes development of design alternatives and design reports, reviewing internal and external design reports, and participation in design team meetings.
5. Serves as Yurok representative on technical workgroups, as assigned. This includes reviewing reports and workgroup documents.
6. Develop discipline specific ecological and biological monitoring strategies, protocols, and study plans; conduct literature research and compile/analyze data.
7. Prepares statistical analysis to include computer modeling sufficient to evaluate ecological factors relevant to rehabilitation design, flow management, fish production.
8. Review/edit reports, research and monitoring proposals, position papers, and various documents prepared by staff and program partners.
9. Present findings and make recommendations in a clear and logical manner, often in a controversial environment.
10. Train and supervise subordinate staff.

11. Conduct field sampling and data collection, including biological and ecological monitoring activities.
12. Uses biological information and knowledge in critical review of environmental documents including but not limited to ESA Permitting, NEPA/CEQA documents, restoration plans, land, and water management plans, etc.
13. Assist the Fisheries Program Manager in developing Tribal positions concerning the specific area of responsibility.
14. May be assigned other duties as necessary to meet the needs of the organization.
15. The preference location of this position is Arcata, Willow Creek, Weaverville, or Klamath California, although authorization may be provided for remote work assignments dependent on the applicant and the specific situation at the time of offer.

EDUCATION/EXPERIENCE:

1. GS-12: Candidates will need to possess a Bachelor of Science Degree in Fisheries Biology, Ecology, or Natural Resources Sciences field including experience in fisheries restoration design, habitat development, scientific analysis, biological monitoring, report production, and other related tasks. In addition to the above criteria, the candidate should possess 10 years of experience in applied biological sciences related position or associated sciences of restoration, fisheries, natural resources, design, and analysis.
2. GS-13: In addition to the above criteria, candidate should possess a Master of Science Degree and 15 years of experience in applied biological sciences related position or associated sciences of restoration, fisheries, natural resources, design, and analysis. Advanced degree as PhD in biological science is given additional consideration.

SUPERVISORY RESPONSIBILITIES:

This is a supervisory position. Shares the full range of supervisory duties and responsibilities. Helps in the planning of work for subordinates based on priorities, nature of assignment, and capability of employee based on their job description. Develops work performance plans and evaluates performance of subordinates. Provides advice, instruction, and guidance to subordinates on work matters. Takes disciplinary actions, when necessary, in accordance with personnel policy. Helps determine developmental or training needs of subordinates.

MINIMUM QUALIFICATIONS:

1. Demonstrated ability with 2D hydraulic, fish habitat, fish production, and water temperature modeling.
2. Demonstrated ability with biological sampling design, in-stream flow analysis, and watershed restoration.
3. Demonstrated ability with large scale river restoration design and techniques.
4. Experience with applicable field collection techniques supporting restoration modeling and analyses.
5. Demonstrated ability with ArcGIS, including the ability to create, edit, export, and manage GIS files from multiple sources.
6. Demonstrated ability with experimental design and statistical procedures for sampling population parameters.
7. Extensive communication skills, especially writing and public speaking.
8. Interpersonal and oral communication skills to work cooperatively with individuals of diverse backgrounds.
9. Knowledge of ESA, NEPA and CEQA regulatory permitting and compliance.
10. Ability to compile, analyze and report data concerning biological sciences.
11. Proven experience in training and supervising subordinate staff.
12. Possess a valid CDL with a clean driving record.

CONDITIONS OF EMPLOYMENT:

1. All applicants are subject to the Tribe’s Drug and Alcohol Policy including pre-employment screening.
2. Valid state issued driver’s license and/or the ability to obtain a California or Oregon driver’s license.
Must be insurable on the Tribe’s insurance policy.
3. Must pass a background investigation and fingerprint clearance.

LANGUAGE SKILLS:

Must have the ability to read, write and comprehend simple instructions, short correspondence, and memos. With ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization. Knowledge of Yurok language is preferred but not required.

REASONING ABILITY:

Apply common sense understanding to carry out instructions furnished in written, oral and/or diagram form. With ability to deal with problems involving several concrete variables in standardized situations.

PHYSICAL DEMANDS:

While performing the duties of this job, the employee is frequently required to walk, stand, use hands and fingers, handle, or feel. Employees will have prolonged periods sitting at a desk and working on a computer. The employee must occasionally lift and/or move up to 50 pounds.

I, _____, (print name), acknowledge receiving a copy of this job description and understand the requirements. I also understand that, as an employee, I am expected to perform my assigned duties, to read and abide by all Yurok Tribal laws, policies and procedures, vehicle usage, procurement, and any additional guidelines set forth by the Yurok Tribe. I understand that any violations of all established policies and procedures may lead to disciplinary measures, up to and including termination. I understand that the Yurok Tribe is committed to the philosophy that employment relationships are both personal and voluntary. Accordingly, employment at the Yurok Tribe has no specific duration, and either the employee or the Yurok Tribe can terminate the employment relationship for any reason or no reason. This “at will” relationship exists between the Tribe and all employees.

Employee Signature	Date	Employee #

Supervisor Signature	Date