



# Yurok Tribe

## Job Description

<b>JOB TITLE:</b>	Technician I/II		
<b>JOB GRADE:</b>	3/4	<b>REPORTS TO:</b>	Technician III/IV/Biologist
<b>STATUS:</b>	Non-Exempt	<b>LOCATION:</b>	Klamath/Trinity Basin
<b>DEPARTMENT:</b>	Fisheries	<b>DIVISION:</b>	Natural Resources
<b>ALL HIRING IS SUBJECT TO THE YUROK TRIBE'S HIRING PREFERENCE</b>			
<b>SALARY RANGE:</b>	\$17.04-\$22.23/\$18.15-\$23.68		

### **POSITION SUMMARY:**

This position assists professional fisheries personnel engaged in scientific and technical work in the field of fisheries biology. 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 will require some rotating shifts. Work weeks may include weekend and/or evening work shifts and multiple days of overnight travel. This is a supervisory position and may require the oversight of lower-level fisheries technicians. This position may require interagency coordination when implementing field activities.

### **DUTIES AND RESPONSIBILITIES:**

1. Participates in harvest monitoring, biological monitoring, watershed assessment surveys, planting trees, maintaining tree nursery operations, clearing trails, removing invasive vegetation, conducting snorkel surveys, and/or stream restoration projects, often in challenging conditions.
2. Collects and records biological and physical survey data and maintains complete and accurate record keeping at all times.
3. Operates and maintains 4WD trucks, passenger vehicles, light trucks, boats, and ATVs to access remote locations for field projects.
4. Operates nets, fish traps and specialized equipment to monitor fish populations and environmental conditions.
5. Interviews Fishers on the river to gather information and data necessary for harvest monitoring.
6. Maintains and repairs various field equipment such as chainsaws, water pumps, and other gas-powered tools.
7. Assists in keeping a neat and orderly workplace, field houses, project work sites, laboratory areas, office areas, storage areas, and vehicles.
8. Cooperates with other agencies, Tribes, and interacts with the general public in a professional manner.
9. Enters data into existing Microsoft Excel, Access, or other databases.
10. Conducts quality assurance and quality control of data collected by others.
11. Ensures that all field equipment is available at the work site.
12. Downloads and maintains research equipment using various computer programs.
13. Performs other related duties as assigned.

### **EDUCATION/EXPERIENCE:**

1. G3: High school graduation or equivalent or three (3) months general experience.
2. G4: High school graduation or equivalent -or- six (6) months of specialized experience. Or two years of experience in a related field or may pass a test that exhibits qualification to be Technician II.
3. Candidates with equivalent combinations of education, training and experience will be considered.

**SUPERVISORY RESPONSIBILITIES:**

This position may be required to supervise Fisheries Technician I, Interns, and volunteers.

**MINIMUM QUALIFICATIONS:**

1. Ability to record data accurately, legibly, and consistently.
2. Ability to arrive at work punctually and work enthusiastically and consistently throughout the day both alone and with crews.
3. CPR Certification or First Aid Certification or ability to attain within the first month of employment.
4. Ability to interact with the public, including interaction under possible adverse or volatile situations.
5. Recognition that in order to serve Yurok People one must know as much as possible about Yurok history, culture and values.

**DESIRABLE QUALIFICATIONS:**

1. Familiarity with computers and office equipment
2. Experience backing up trailers.
3. Knowledge of and/or experience in biological monitoring and field techniques
4. Outdoor experience and skills
5. Swift-water Rescue Training
6. Possession of a valid state issued driver's license and ability to be insured through the Tribal insurance plan.
7. Ability to record data accurately and legibly.
8. Ability to identify fish species present in the Lower Klamath River Sub-Basin (both juvenile and adult life stages)
9. Skill and experience operating and maintaining jet boats, inflatable rafts, 4WD vehicles, ATVs and UTVs, chainsaws, water pumps, and any other field equipment, under extreme weather conditions day and night.
10. Ability to swim and snorkeling experience.
11. Supervisory experience
12. Ability to record data accurately, legibly, and consistently.

**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. Employee 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.

**VISION REQUIREMENTS:**

1. Close vision (clear vision at 20 inches or less).
2. Color vision (ability to identify and distinguish colors).
3. Depth perception (three-dimensional vision, ability to judge distances and spatial relationships).
4. 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 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