



Yurok Tribe

Job Description

JOB TITLE:	Condor Wildlife Technician III		
JOB GRADE:	5/6	REPORTS TO:	Biologist I, II/Senior Biologist/Director
STATUS:	Non-Exempt	LOCATION:	Klamath
DEPARTMENT:	Wildlife	DIVISION:	Natural Resources
ALL HIRING IS SUBJECT TO THE YUROK TRIBE'S HIRING PREFERENCE			
SALARY RANGE:	\$18.78-\$26.97		

POSITION SUMMARY:

Employee will contribute to and provide oversight and management of daily field operations related to condor restoration in Yurok country, with direct supervision from a Biologist I, Biologist II, or Senior Wildlife Biologist. The duties of this position are comprised of fieldwork and office work associated with condor tracking, care, and management; associated data collection and recording; biological sample collection and management; community outreach; and facility maintenance. Staff will be lead of a core field team, contributing to field management activities but also conducting supervisory oversight of lower-level technicians, interns, and volunteers primarily in support condor restoration. Position requires work during various times of the day and night, is likely to require some rotating and multi-day overnight shifts including requiring camping in remote areas and is likely to include working typically one but occasionally both days over the weekend, as the lead of one of multiple teams providing 7-day-per-week management of condors. There may be opportunities to support other Wildlife Department programs and projects if schedule and funding allows.

DUTIES AND RESPONSIBILITIES:

1. Oversees and contributes to condor monitoring and management including field tracking, visual monitoring, live-capture, acquisition and provision of food and water, and maintenance of field gear and release and management facilities.
2. Conducts oversight and coordination of lower-level technicians, interns, and volunteers within their shift.
3. Coordinates with other shift leads and higher-level staff regarding ongoing management.
4. Engages in single or multiple camping or overnight stays at the condor release and management facilities, or in the field in order to monitor condor health and behavior.
5. Records field data and observations, takes notes, and maintains complete and accurate records at all times, including through use of radio telemetry, direct observational surveys, and through download and assessment of satellite telemetry data.
6. Responsible for oversight and quality of data collected by employees under their supervision and conducts quality assessment and control for data collected.
7. Operates and maintains 4WD trucks, passenger vehicles, light trucks, rafts, boats, and ATVs to access remote locations for field projects.
8. Assists in constructing wildlife management structures, clearing roads and trails to support condor management, removing encroaching and/or non-native vegetation, and other related hand labor activities.
9. Engages with the community in educational outreach events, especially regarding potentially sensitive or controversial topics.
10. May assist with any project or operations as needed.

11. Assists in keeping a clean, neat, and orderly workplace, office space, field houses, laboratory areas, vehicles, and storage areas.
12. May input, record, and analyze data on computers using Access, Excel, or other databases; inventory samples; and provide QA/QC data review as needed.
13. Responsible for maintenance and upkeep of all tribal program equipment and other gear used by their crew, related to field activities.
14. Cooperates with other agencies and tribes and interacts with the general public in a professional manner.
15. May be required to assist with various administrative duties such as purchase requests, vehicle mileage forms, travel planning and processing, timesheet QA/QC, equipment inventories, and others as required.
16. May assist with grant research and writing.
17. Performs other related duties as assigned.

EDUCATION/EXPERIENCE:

1. G5: High school diploma or equivalent (GED) and three (3) years of specialized experience in Wildlife or equivalent field. Experience should include conducting basic wildlife surveys, habitat mapping, solo field activities, and oversight of field crews. Or two (2) years of course study above high school in Natural Resources, Wildlife Biology, or Wildlife Management with two years of specialized experience at the next lower grade level.
2. G6: High School Diploma or equivalent (GED) with three (3) years of course study above high school in Natural Resources, Wildlife Biology, or Wildlife Management or two (2) years of specialized experience equivalent to the next lower grade level. Experience should include conducting basic wildlife surveys, habitat mapping, solo field activities, and oversight of field crews.
3. Candidates with equivalent combinations of education, training and experience will be considered.

SUPERVISORY RESPONSIBILITIES:

This position may be required to supervise Wildlife Technician I, Technician II, intern, and volunteer positions.

MINIMUM QUALIFICATIONS:

1. Experience with and ability to record data accurately, legibly, and consistently.
2. CPR certification or First Aid Certification or the ability to obtain the certification within two months of employment.
3. Ability to pass an appropriate background check if required and legally possess and use firearms.
4. Ability to pass an appropriate background check to work with minors if required.
5. Experience with and ability to interact with the public, including under possible adverse or volatile situations.
6. Experience with and ability to hike and camp alone, for several days in a row, in remote wilderness areas at night safely.
7. Knowledge, experience, and/or capacity in biological monitoring and field techniques. These include, but are not limited to visual and auditory surveys, operation of a handheld GPS unit, an understanding of transect and/or grid sampling, and ability to collect accurate and legible survey data.
8. Proficiency with computers and office equipment.
9. Proficiency with word processing programs, preferably Microsoft Word, and Microsoft Excel as well as others within the Microsoft Suite.
10. Proficiency in written and oral expression, inclusive of accuracy in spelling and grammar.
11. Recognition that in order to serve Yurok People one must know as much as possible about Yurok history, culture and values.

12. Experience overseeing and managing field crews.

PREFERRED QUALIFICATIONS:

1. One year of experience entering, analyzing, and presenting data requiring a minimum of review and editing.
2. Ability to organize and implement sound plans, procedures, and schedules.
3. Skill and experience operating and maintaining boats and other field equipment such as weed eaters and chainsaws under extreme weather conditions day and night.
4. Experience with firearms and knowledge of lead and non-lead ammunition efficacy.
5. Knowledge of the use of firearms and their application in hunting large terrestrial game.
6. Outdoor experience and skills including swimming, snorkeling, GPS use, and map and compass navigation.
7. Ability to identify wildlife species present on the Yurok Reservation (both juvenile and adult life stages), particularly threatened and endangered species.
8. Rescue Training or swift water rescue training.
9. Familiarity with relational databases (e.g., Microsoft Access and ESRI geospatial programs).
10. Familiarity with Yurok Tribe or other tribal natural resource priorities from a biological and/or cultural perspective.

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).

Yurok Tribe Job Description

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

