



Yurok Tribe

Job Description

JOB TITLE:	Revegetation Technician III		
JOB GRADE:	5/6	REPORTS TO:	Senior Riparian Ecologist
STATUS:	Non-Exempt	LOCATION:	Yreka
DEPARTMENT:	Fisheries	DIVISION:	Natural Resources
ALL HIRING IS SUBJECT TO THE YUROK TRIBE'S HIRING PREFERENCE			
SALARY RANGE:	\$18.78-\$24.50/\$20.67-\$26.97		

POSITION SUMMARY:

This position assists professional ecologists engaged in scientific and technical work in the field of restoration ecology. Revegetation III technicians have extensive experience or education in related fields and have a primary focus on invasive species removal and/or scientific vegetation surveys with significant time spent planting and seeding native vegetation. This position is comprised mostly of fieldwork, with some time spent in the office. The position requires work during various times of the day. Work weeks may include weekends and may require travel for extended periods of time, including overnight travel. The duty location is in Yreka California and all work is conducted in the upper Klamath watershed, including Keno, Oregon. Additional projects in other northern California locations are also likely. Housing may be provided but travel to the duty location is the responsibility of the employee.

DUTIES AND RESPONSIBILITIES:

1. Conducts invasive species removal operations using multiple techniques including mowing, grubbing, cutting, and, for GS-6-qualified staff, herbicide applications.
2. Collects and cleans seed for revegetation projects, often in difficult environmental conditions.
3. Collects and records vegetation management data and maintains complete and accurate record keeping at all times.
4. Plants and seeds native vegetation for revegetation projects, often in difficult environmental conditions.
5. Works independently with little supervision to accomplish restoration work.
6. May be tasked with leading other technicians planting, seeding, invasive species management or other revegetation activity.
7. Assists with scientific vegetation monitoring plots.
8. Operates and maintains 4WD trucks, passenger vehicles, light trucks, boats, and ATVs to access remote locations for field projects.
9. Operates and maintains various field equipment such as string trimmers, chainsaws, water pumps, and other gas-powered tools.
10. Assists in keeping a neat and orderly workplace, field houses, project work sites, laboratory areas, office areas, storage areas, and vehicles.
11. Cooperates with other agencies, Tribes, and interacts with the general public in a professional manner.
12. Manages travel requests, reconciliations, and digital timecard entries with little supervision.
13. Performs other related duties as assigned.

SUPERVISORY RESPONSIBILITIES:

None.

MINIMUM QUALIFICATIONS:

1. Possess a strong work ethic, be energetic, dedicated and enjoy working outside.
2. Ability to arrive at work punctually and work consistently throughout the day.
3. Experience and/or education with a variety of invasive species removal methods.
4. Experience planting and seeding.
5. Experience collecting and/or cleaning seeds.
6. Experience and ability to identify plant species (native and non-native).
7. Experience and/or higher education in vegetation monitoring techniques.
8. Basic CPR and/or First Aid training or more advanced emergency response training/experience.
9. Possession of a valid state issued driver's license and ability to be insured through the Tribal insurance plan.
10. Ability to record data accurately and legibly.
11. Skill and experience operating and maintaining revegetation equipment such as string trimmers, chainsaws, and water pumps.
12. Ability to operate and maintain 4WD trucks, passenger vehicles, light trucks, boats, and ATVs to access remote locations for field projects.
13. Ability to hike long distances, often in extreme environmental conditions such as hot, dry and smoky conditions or cold and wet conditions.
14. Ability to understand and follow directions.
15. Familiarity with computers and office equipment.
16. Outdoor experience and skills.
17. Recognition that in order to serve Yurok People one must know as much as possible about Yurok history, culture and values.
18. Valid State issued driver's license and/or the ability to obtain a California driver's license. Must be insurable on the Tribe's insurance policy.

EDUCATION/EXPERIENCE:

1. GS 5: High school diploma or equivalent (GED) with two (2) years of job specified experience in natural resource management.
2. GS 6: High school diploma or equivalent (GED), and three (3) years of natural resource management experience or equivalent higher education course work **and** is certified to apply herbicides in the state of California and Oregon and is certified in basic CPR and First Aid or more advanced emergency response training.
3. Candidates with equivalent combinations of education, training and experience will be considered.

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