



Yurok Tribe

Job Description

JOB TITLE:	Revegetation Field Lead		
JOB GRADE:	7/8	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:	\$22.70-\$29.62/\$24.88-\$32.47		

POSITION SUMMARY:

This position leads revegetation field crews engaged in scientific and technical work on a wide range of restoration projects. 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. Duty location is in Yreka, California and most work is conducted in the upper Klamath watershed, including in Keno, Oregon. Additional work locations include coastal California (i.e., Prairie Creek) and may include other projects in northern California. Housing may be provided but travel to the duty location is the responsibility of the employee. This is a full time, year-round position for a minimum of 3 years.

DUTIES AND RESPONSIBILITIES:

1. Leads and manages technical crews in all aspects of revegetation implementation including scientific vegetation surveys, seed collection, seed cleaning, planting, and seeding native vegetation.
2. Leads field crews surveying and managing invasive, exotic vegetation using mechanical and chemical methods and manages measuring/mixing herbicides and adjuvants.
3. Monitors and manages herbicide use, records, and reporting to ensure legal compliance with all required permits.
4. Leads scientific vegetation surveys to ensure revegetation project success criteria are met.
5. Manages the collection of vegetation data associated with all revegetation activities and maintains complete and accurate records at all times.
6. Manages technicians to ensure work is completed and data are accurately recorded for all tasks.
7. Manages the input of data in various databases such as Excel, Microsoft Access, and other digital software applications.
8. Operates and maintains 4WD trucks, passenger vehicles, light trucks, boats, and ATVs to access remote locations for field projects.
9. Maintains and repairs various field equipment such as string trimmers, chainsaws, water pumps, and other gas-powered tools.
10. Works independently with little supervision to accomplish restoration work.
11. Ensures the crew maintains neat and orderly workplaces including field houses, project work sites, laboratory areas, office areas, storage areas, and vehicles.
12. Cooperates with other agencies, Tribes, and interacts with the general public in a professional manner.
13. Manages travel requests, reconciliations and digital timecard entries with no supervision and assists the crew to ensure they submit administrative paperwork in a timely manner.
14. Performs other related duties as assigned.

SUPERVISORY RESPONSIBILITIES:

This position is a step towards future supervisory responsibilities.

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 with a minimum of three (3) calendar years working in the field of botanical restoration ecology or similar field.
4. Experience leading field crews in various revegetation activities or similar field.
5. Experience planting and seeding.
6. Experience collecting and/or cleaning seed.
7. Experience and ability to identify plant species (native and non-native).
8. Experience with a variety of invasive species removal methods.
9. Experience or education in selecting, mixing, and applying herbicides for invasive exotic species management.
10. Experience or education with scientific vegetation monitoring methods.
11. Skill and experience operating and maintaining string trimmers, chainsaws, water pumps, and other revegetation field equipment.
12. Experience and/or education in vegetation monitoring and field techniques.
13. Experience or education with various database software such as Excel, Microsoft Access, and ArcGIS.
14. Experience with collecting GIS data in field conditions.
15. Certified herbicide applicator in the state of Oregon and California.
16. Ability to manage other crew members to ensure work is completed and data are accurately recorded for all tasks.
17. Basic CPR and/or First Aid training or more advanced emergency response training/experience such as WFR and SRT.
18. Possession of a valid state issued driver's license and ability to be insured through the Tribal insurance plan.
19. Ability to record data accurately and legibly.
20. Ability to hike long distances, often in hot, dry, and smoky conditions.
21. Ability to understand and follow directions.
22. Knowledge and experience with computers and office equipment.
23. Outdoor experience and skills.
24. Recognition that in order to serve Yurok People one must know as much as possible about Yurok history, culture and values.
25. 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 7: Must have high school diploma or equivalent (GED) and two (2) years job specified experience in natural resource management **and** is certified to apply herbicides in the state of California and Oregon.
2. GS 8: Bachelor's degree in relevant field (natural resources) with one (1) year job specified experience or high school diploma and four (4) years in natural resource management **and** is certified to apply herbicides in the state of California and Oregon.
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