



Yurok Tribe

Job Description

JOB TITLE:	Restoration Field Ecologist		
JOB GRADE:	9/10	REPORTS TO:	Senior Riparian Ecologist
STATUS:	Non-Exempt	LOCATION:	Ashland, Oregon
DEPARTMENT:	Fisheries	DIVISION:	Natural Resources
ALL HIRING IS SUBJECT TO THE YUROK TRIBE'S HIRING PREFERENCE			
SALARY RANGE:	\$27.23-35.53/\$29.75-\$38.81		

POSITION SUMMARY:

Serve as a Restoration Field Ecologist to assist with large-scale river restoration planning, design, implementation, monitoring, and construction support on the Klamath Dam Removal and other restoration projects. The position would specialize in seed collection, vegetation monitoring, invasive species management, planting and seeding, and vegetation data management. The position will be under the Fisheries Department – Design and Construction Program under general supervision of the Senior Riparian Ecologist located in Ashland, OR. This is a permanent position with a minimum 2-year commitment.

DUTIES AND RESPONSIBILITIES:

1. Supervise field crews for all aspects of restoration implementation including seed collection and processing, invasive exotic vegetation (IEV) management, vegetation data collection, planting and seeding.
2. Identify local flora to species using taxonomic keys.
3. Lead field crews to survey and treat IEV using mechanical removal methods and measuring/mixing and applying herbicides.
4. Plan and manage field crews to implement planting, live-staking and seeding large-scale restoration sites.
5. Perform field investigations including vegetation mapping with GPS and conduct scientific surveys of vegetation to determine restoration success criteria.
6. Manage field data insuring QA and QC using digital data management tools such as Microsoft Access.
7. Conduct biological data analysis to aid in scientific reports and designs.
8. Develop monitoring reports and assist with scientific reviews of external reports.
9. Perform watershed and restoration analyses using GIS and other software.
10. Work within internal and external multi-disciplinary design teams to assist in restoration planning and design.
11. Performs other related duties as assigned.

SUPERVISORY RESPONSIBILITIES:

This position provides supervision to field crews.

MINIMUM QUALIFICATIONS:

1. Advanced knowledge of vegetation restoration planning, implementation, and monitoring.
2. Advanced knowledge of plants and the ability to utilize taxonomic keys to identify flora.
3. Advanced skills in environmental quality assurance and quality control (QA/QC).
4. Advanced skills in vegetation data collection and biological monitoring.

5. Advanced skills in ArcGIS, including the ability to create, edit, export and manage GIS files from multiple sources.
6. Advanced skills in invasive exotic vegetation management and control.
7. Advanced skills in leading crews planting and seeding large-scale restoration projects.
8. Ability to compile, analyze and report data concerning biological sciences.
9. Extensive communication skills, especially writing and public speaking.
10. Interpersonal and oral communication skills to work cooperatively with individuals of diverse backgrounds.
11. Recognition that in order to serve Yurok People one must know as much as possible about Yurok history, culture and values.
12. 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. G9: Bachelor's degree or equivalent coursework in Ecology, Environmental Science, Fisheries Biology, or Natural Resources.
2. G10: Five years of demonstrated experience with progressively increasing responsibility in the field of natural resources/environmental planning, or ecological restoration.
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.
4. This position requires compliance with the Indian Child Protection and Family Violence Prevention Act Public Law 101-630; 25 Code of Federal Regulations Part 63 – Indian child Protection and Family Violence Prevention; Crime Control Act of 1990, Employee Background Checks; and Executive Order 12968, Adjudicative Guidelines.

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

