



JOB ANNOUNCEMENT

JOB TITLE: Field Biologist
DEPARTMENT: Natural Resources Dept.
SUPERVISOR: Field Operations Supervisor
HOURS & CLASSIFICATION: Salary Exempt
PAY RANGE: DOQ (depends on qualifications)
FILING DEADLINE: Open until Filled

GENERAL DESCRIPTION:

The Field Biologist will participate in the collection of field and technical information as directed by Natural Resources Department (NRD) and Tribal Policy staff. A primary function of the NRD is to assess stock status, guide fisheries management decisions, recover depressed stocks, and support Treaty fishing opportunities. To that end, the Field Biologist will conduct and assist with Treaty salmon and shellfish harvest monitoring, salmonid escapement surveys, water quality monitoring, research projects, and habitat monitoring activities. Fish collection and sampling techniques, including but not limited to gill, tangle, and fyke netting, backpack electrofishing, and screw/weir trapping, are key to this position. The Field Biologist will assist with water quality monitoring, physical stream surveys, and biological sampling aimed at evaluating productivity potential, limiting factors, salmon recovery goals, and other questions in support of the Tribe's treaty rights. The Field Biologist will assist with and conduct adult salmonid spawning ground surveys on the Skagit river and tributaries on foot, raft, or via snorkel. Surveys often occur in remote settings requiring travel through rugged terrain. A demonstrated working experience with boats in marine, river, and lake applications is necessary. The candidate will process biological samples, enter data, maintain responsibility for data quality assurance and control, and participate in report writing. The position will support other NRD activities as needed including the harvest and disbursement of wildlife, shellfish, and salmon for the Tribal community. During peak seasons, occasional evening and weekend activities will be necessary. Daily schedules may require flexibility dependent on NRD needs, time of year, and weather conditions.

APPLICATION INSTRUCTIONS:

Please submit letter of interest, resume, and tribal employment application to hr@upperskagit.com, with the subject line "Field Biologist", or mail "Attn: HR Recruiter" at Upper Skagit Indian Tribe, 25944 Community Plaza Way, Sedro Woolley, WA 98284, or hand-deliver to reception at the above address, Monday-Friday, 8 am – 4:30 pm. Applications can be downloaded from the Tribe's website: <https://upperskagittribe-nsn.gov/content/Employment-Application-USIT-fillable.pdf>.

Applicant must meet minimum qualifications to be considered.

MINIMUM QUALIFICATIONS:

1. B.S. or B.A. degree from an accredited university in Fisheries Management, Biology, Environmental Sciences, or similar; plus 2 years of related work experience in Fisheries.
2. Demonstrated experience operating and maintaining fish sampling equipment, including, but not limited to backpack electrofishers, screw traps, and seine, fyke, and gill nets.
3. Working knowledge of Pacific Northwest Salmon and Steelhead life histories, general ecology, and freshwater habitat requirements.

4. Demonstrated ability to safely trailer, launch, and operate boats/rafts in river, lake and marine applications.
5. Demonstrated ability to identify Salmonids (parr to adult) to species and identify other common fishes found in Pacific Northwest freshwaters to Family.
6. Willingness to work in field environments under a variety of weather conditions with a flexible schedule, including the ability to work nights, weekends and holidays.
7. Must be able to lift and carry 50lbs. over backcountry terrain up to 6 miles in a day.
8. Have work related experience in stream and river environments and have demonstrated capacity to travel by foot to cross and/or work in wadable streams.
9. Ability to work from a boat in the river or on reservoirs/lakes.
10. Have working knowledge of Microsoft Office suite for word processing and data entry, including using basic spreadsheet functions including graphs and summary statistics.
11. Ability to perform GIS spatial data review and preparation of field maps, or willingness to learn
12. Must be able to follow directions, have attention to detail, and work independently in the field.
13. Must be able to clearly communicate information verbally and in written form in clear, concise, and professional manner.
14. Must be able to maintain confidentiality of information and be willing to sign a confidentiality/non-disclosure agreement.
15. Must be respectful and sensitive to the values and culture of the Upper Skagit Indian Tribe.
16. Must maintain and carry current, valid unrestricted Washington Driver License including unrestricted liability insurance and be insurable under the Tribe's insurance policy.
17. Must be able to pass a pre-employment drug test and comply with the Tribe's Substance Abuse Policy including random drug screening.
18. Must pass a criminal background check.

The Upper Skagit Indian Tribe has the right to change the position description at any time. This position is subject to the Preference Policy of the Upper Skagit Indian Tribe. The statements contained herein provided general details as necessary to describe the principal function of the job, the level of knowledge, and skills typically required, and the scope of responsibility. However, these should not be considered an all-inclusive list of work requirements. Individuals may perform other duties as assigned including work in functional equivalent areas to cover absences or relief, to equalize peak work periods, or otherwise balance the work load. This is an at-will position.
