



## HOH INDIAN TRIBE

P.O. Box 2196 • FORKS, WASHINGTON 98331  
TELEPHONE (360) 374-6582 • FAX (360) 374-5426

# Position Description

<b>Job Title</b>	Timber, Fish, and Wildlife Biologist
<b>Department</b>	Natural Resources
<b>Reports To</b>	Director, Natural Resources
<b>Status</b>	Permanent/Full Time
<b>Salary Range</b>	D.O.E./Q.
<b>Location</b>	Hoh Tribe Reservation and Usual and Accustomed Treaty Area of the Goodman, Hoh, and Kalaloch Basins

## Summary

The Hoh Tribe has been an active participant in the Timber\Fish\Wildlife (TFW) accord since 1988, devoting significant staff time and resources to the protection, restoration, and enhancement of fish and riparian habitat and water quality. The TFW agreement and funding enables the Tribe to proactively interact with regulatory agencies and landowners in the management of habitat in the river basins within the Tribe's Usual and Accustomed (U & A) treaty area. The Habitat Biologist reports to the Director Of Natural Resources, and is responsible for the following:

## Duties and Responsibilities The duties of this position include, but are not limited to:

- Evaluate and monitor timber harvest plans and other land use activities that pose a potential impact to fish, aquatic and riparian habitat, and water quality and quantity
- Negotiate with landowners and regulatory agencies to achieve the highest protection for fisheries, and aquatic and riparian resources possible under current law
- Evaluate and monitor effectiveness and compliance with regulations that protect natural resources of concern to the Hoh Tribe
- Provide detailed information on habitat condition and regulatory compliance to other resource entities involved in salmon management, habitat protection and recovery efforts
- Participate in appropriate forums for the development of research and monitoring protocols and increased habitat protection
- Conduct habitat monitoring, inventories, and other activities as necessary to maintain a current information base on habitat condition in the Tribe's U & A
- Identify, prioritize, develop, and implement cooperative habitat protection, restoration, and enhancement measures with state and private resource managers to enhance the fisheries resources of the Tribe's U & A
- Write competitive grants to provide funding for restoration, enhancement, monitoring, and Natural Resources infrastructure development

- Communicate and coordinate issues and information with the Hoh Tribe Business Committee and Natural Resources staff
- Provide technical support to policy representatives of the Hoh Tribe
- Represent the Tribe at Salmon Recovery and Watershed Planning forums to communicate and carry out tribal natural resource policy objectives with other initiating governments
- Coordinate the Tribe's Flood Management projects with Federal and State emergency management agencies
- Participate in conferences and workshops that increase ability to achieve the above, and offer advocacy or educational opportunities

## **Skills and Specifications**

- Must have a strong field-oriented background in forestry, fisheries, aquatic, and riparian habitat studies.
- Must be familiar with current monitoring protocols including TFW Ambient Monitoring and Stream-Typing.
- Must be very familiar with resource regulations including: State Forest Practices Rules, past and present; State Water Quality Standards; Jefferson County Critical Areas Ordinances; State Shoreline Management Act; and the Federal Clean Water Act and Pollution Control Act.
- Must demonstrate excellent communication skills.
- Must have the ability to express ideas effectively and to deal effectively with the public. Writing and public speaking experience and skill is required.
- Must demonstrate ability to work independently. Must be able and willing to accept and understand direction.
- Must have the desire to work with Native Americans.
- Must be able and willing to live and work in a small coastal community.
- Must comply with the requirements of the Drug-Free Workplace Act.
- Good Physical Condition required for this Job.
- Must adhere to the personnel policies and drug and alcohol polices.
- Must submit to and clear a pre-employment alcohol and drug test, and criminal background check.

## **Education and Qualifications**

- Master's Degree in Natural Science preferred, OR
- Bachelor's degree in Environmental Sciences, Fisheries, Ecology, or other related field and Four (4) years of experience in an applicable professional field including fieldwork, OR
- Associates Degree in Natural Resources and Six (6) years of experience in an applicable professional field including fieldwork.
- Graduate education in Environmental Sciences, Fisheries, or other related field of science can be substituted for one year of employment experience.
- Valid Washington State Driver's License.

Except as provided by the Federal Indian Preference Act, Title 25 USC 45 – 46, there will be no discrimination in selection process for this position because of race, color, age, sex, national origin, physical handicap, marital status, political membership or non-membership in an employee organization. If the applicants have equal qualifications, preference will be given to Native Americans and Alaskan Natives. Applicants claiming Indian preference must submit verification of Indian certification by tribe of affiliation or other acceptable documentation of Indian heritage. All other interested persons are encouraged to apply.