

# SAUK-SUIATTLE INDIAN TRIBE | JOB DESCRIPTION

**Job Title:** Natural Resource Technician  
**Department:** Natural Resource Department  
**Reports To:** Field Coordinator  
**Status:** Hourly/Non-Exempt

## Summary

Under the direction of the Natural Resources Field Coordinator, the Natural Resources Technician will work on various projects within all Natural Resources programs and assist staff in research and restoration activities, conduct monitoring in the field, and provide expertise and support for natural resource/environmental program growth.

The Natural Resource Technician job description is categorized by degree of qualifications and reflection of duties and responsibilities. Job experience in a closely related field may be considered equivalent to education. Applicants are encouraged to apply regardless of experience. The Sauk-Suiattle Natural Resources Department aims to provide opportunities for technicians to gain experience and develop professionally, with the following experience levels as a guideline for advancement:

## Experience Level 1 (Entry level associate degree preferred)

- Assist in routine water quality, biological monitoring and sampling of streams, lakes, rivers, wetlands, plants, and wildlife on the reservation and in the Tribe's Usual and Accustomed area.
- Knowledge of fish and wildlife species found in the Tribe's usual and accustomed areas.
- Hiking trails of varying degrees of difficulty carrying a backpack with gear to download water and air temperature sensor data, survey wildlife, maintain game cameras, etc., with the possibility of overnight camping.
- Record, compile, and maintain field records and notes including logbooks, data sheets, and electronic data collection equipment.
- Enter field-collected data into spreadsheets and ultimately to an offsite database.
- Ability to work outdoors in rough conditions including heat, rain, and rugged terrain.
- Experience operating a hand-held GPS (or willingness to learn)
- Participate in the harvest of native foods (e.g., wild game, fish, wild berries) as well as other cultural resources.
- Assist advanced technicians in daily tasks.
- Assist in hatchery operations (e.g., Broodstock collection harvesting eggs)
- Maintain vehicles, which includes cleaning inside and out, checking oil, and reporting issues.
- Cleaning and maintaining work areas.
- Other duties as assigned.
- Assist in all forms of natural resource biological sampling.

### **Experience Level 2 (associate degree or two years experience preferred)**

- The ability to perform all tasks of Level 1.
- Obtain licensing and certification for the operation of unmanned vehicles, pesticide application, and boating safety.
- Utilize ATV, electric bikes, boats, UTV, other vehicles and equipment in a safe manner to accomplish work activities, including towing trailers. Maintain and clean vehicles for future use.
- Ability to work in all weather conditions and throughout all terrain types. Ability to work independently or with others in the performance of assigned tasks.
- Accurately and completely fill in data sheets by taking detailed notes and recording data in the field, including species abundance, GPS coordinates, and survey specific details.
- Ability, knowledge, and skill in identifying fish species found in the Tribe's usual and accustomed river systems is highly valued.
- Ability to identify avian and terrestrial mammal species using field guides and printed material or willingness to learn.
- Perform water quality testing for bacteria, temperature, conductivity, dissolved oxygen, pH, turbidity, and prepare and transport samples for laboratory analysis.
- Ability to navigate with map and compass and GPS in remote locations.
- Apply herbicides on listed noxious weeds and undesirable weeds to improve habitat conditions and comply with applicable regulations.
- Demonstrate motivation to reach performance goals of the projects in the time scheduled.
- Ability to use computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.
- Safely use hand-held power tools (e.g., chain saws, hedge trimmer, brush cutters, etc.) and other gas-powered equipment (e.g., generator, pump) to accomplish work activities. Assist in the maintenance and calibration of equipment including, but not limited to nets, boats, trailers, vehicles, water quality sensors and samplers, wildlife telemetry gear, and other specific field equipment used in the performance of assigned tasks.
- Other duties as assigned.

### **Experience Level 3 (bachelor's degree with two years experience or four years experience preferred)**

- Able to perform all tasks of previous levels.
- Interacting With Computers - Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.
- Ability and desire to work with school groups and the public during outreach events related to natural resources, classroom lessons, hatchery tours and tribal youth summer camp.
- Collect data to complete baseline information for research, restoration and/or grant activities.
- Assist in conducting habitat restoration, biological sampling, surveys, forestry, and

research projects. Knowledge of treaty hunting and fishing rights including compliance with U.S. vs. Washington, Civil 9213, and subsequent orders.

- Obtain training and certification for chemical immobilization and ethical trapping procedures of wildlife.
- Obtain certificate of training for electrofishing equipment.
- Able to prepare documentation using technical writing.
- Able and willing to assist in finding grant funding opportunities.
- Other duties as assigned.

#### **Experience Level 4 (bachelor's degree or higher with 4 years experience preferred)**

- Able to perform the duties of previous levels.
- Independently collect biological samples of all target species
- Assist in planning and preparing for field work including biomass surveys, field experiments, and sample collection.
- Ability to analyze data using statistical software or willingness to learn.
- Create and assist in advanced projects, including habitat restoration, biological sampling, surveys, forestry, and research projects.
- Assist with the development of funding proposals to develop future studies.
- Assist with report preparation for Tribal Council, department director, committees, technical staff, and grant funding agencies.
- Assist in grant writing for potential funding.
- Actively participate with NRD Project Leads in the development and implementation of research projects Ability, knowledge, and skills in identifying plants and animal species found in and around the Tribes usual and accustomed areas and stations. Examples include noxious weeds, food plants, traditional plants, amphibians, terrestrial wildlife, birds, and fish.
- Other duties as assigned.

In addition to the specific duties described, the Natural Resources Technician shall assume a more significant role in program coordination and management. This may include helping the Field Coordinator scheduling field work, working independently, preparing written and oral reports, data management, and overseeing lesser experienced technicians and/or seasonal and temporary staff on a project-by-project basis.

#### **Qualifications**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Experience with field techniques, boat handling and operation and use of field equipment preferred. Knowledge of field conditions, local terrain and safety measures and use of computers are highly desirable. The technician must be able to handle fish and animal carcasses at various degrees of decomposition. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Education and/or Experience**

- High school diploma or GED required.
- Graduation from an accredited two-year college with an Associate of Science (A.S.) degree focusing on natural resources wildlife, fish and wildlands science and management, and related experience preferred.
- Additional educational experience preferred for higher level duties and responsibilities as defined in the job description.
- Hunters Safety is preferred and may be required for specific assignments.

### **Computer Skills**

Experience with GPS, GIS, strong computer skills with MS Office capabilities, Internet software experience and data entry is preferred. Ability to enter data in data files.

### **Mathematical Skills**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.

### **Language Skills**

Ability to read and comprehend simple instructions, compose short correspondence, and memos. Ability to write and take dictations and ability to present information effectively one-on-one and in small group situations with other employees, tribal members, and individuals.

### **Certificates, Licenses, Registrations**

Technicians must have Current Washington State driver's license. The license must have consistently remained valid for the last 12 months and must be insurable. Must have the ability to obtain required certifications, licenses, and registrations (e.g., First Aid/CPR certification, Hunter safety, WA boater safety, electrofishing).

### **Physical Demands/Work Environment**

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee may be required to sit; stand, walk, use hands, reach with hands and arms, climb or balance, stoop, kneel, crouch, talk and hear. The employee may occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, peripheral vision and ability to adjust focus.

While performing the duties of this job, the employee may be exposed to outside weather and extremes of heat and cold. We conditions may require rain gear and other weatherproof clothing. The job will occasionally require overnight camping. Because the work involves hiking (both on-and off-trail) in the alpine environment, the candidate must

be able to navigate safely and efficiently, while covering several miles, and thousands of vertical feet in their daily activities.

The noise level in the environment is usually moderate.

**Culturally Sensitive**

All employees must be culturally sensitive to the customs, traditions, practices, and sovereign status of the Sauk-Suiattle Indian Tribe.

**Drug Free Workplace**

Sauk-Suiattle Indian Tribe is a drug-free workplace. Show the ability to comply with the Drug Free Workplace Act. All employees are subject to pre-employment and random drug screening.

**Background Check**

All employees must be able to pass a background check per Sauk-Suiattle Indian Tribe's Background Check Policy.

*This job description does not constitute an employment agreement between SSIT and the employee, and is subject to change by SSIT as the needs of the tribe and the requirements of the job change.*

**NATIVE AMERICAN AND VETERAN PREFERENCE APPLIES.**