

The SHOSHONE-BANNOCK TRIBES

FORT HALL INDIAN RESERVATION
P.O. Box 306
Fort Hall, ID 83203



HUMAN RESOURCE DEPARTMENT
Phone: (208) 478-3856/(208) 478-3857
(208) 478-3850/(208) 478-3750
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JOB ANNOUNCEMENT

TITLE:	RANGE CONSERVATION SCIENTIST
DEPARTMENT:	LAND USE – Range Department
COMPENSATION:	\$26.94 – \$30.18 G14-15/ S1 – 3 DOE
OPENS:	October 24, 2022
CLOSES:	November 18, 2022
CAREER STATUS:	NON-EXEMPT – CONDITIONAL UPON SUCCESSFUL PROBATIONARY EVALUATION & BUDGET APPROPRIATIONS

Attach ALL supporting documents, including: Tribal Enrollment, Honorable Discharge, Education attainment, Professional Certification, License and other relevant documents to verify your eligibility for preference and your qualifications. INCOMPLETE APPLICATION MAY BE SCREENED OUT.

GENERAL STATEMENT

The Range Conservation Scientist will be responsible for Range and CRP Grasslands employee supervision and evaluation. Will be responsible for the oversight of Range Management Plans, Inventories, and Conservation Plans for Range Units, CRP Grassland contract compliance and any other program operations as delegated by the Agricultural Resource Management (ARM) Program Manager and the Land Use Department Director. The Range Conservation Scientist is responsible for the management of all range and grassland activities within the Fort Hall Reservation and will develop, implement, and improve management activities, projects, and compliance.

Work is regularly reviewed in terms of program goals, achievement and project completion. It is the responsibility of the Range Conservation Scientist to coordinate activities with the Range Department and in cooperation with the ARM Program. Priorities are discussed and the Range Conservation Scientist is available for assistance with resolving conflicts and problems.

SUPERVISION

The Range Conservation Scientist is a professional position and provides supervision and technical guidance to Range Technicians, CRP Grasslands Supervisor, CRP Grasslands Technicians, Seasonal Technicians and temporary employees. This position is under the direct supervision and evaluation of the ARM Program Manager. In the absence or directive of the ARM Program Manager the Land Use Department Director will oversee general supervision of the Range Conservation Scientist in regards to Chain of Command.

DUTIES AND RESPONSIBILITIES

The Range Conservation Scientist, in cooperation with Range Office Manager, ARM Program Manager, Land Use Department Director, Land Use Policy Commission and Bureau of Indian Affairs, will be responsible for assisting with administration of Grazing Privileges on approximately 320,000 acres Reservation rangelands.

Development and implementation of plans and/or programs designed to secure optimum conservation and utilization of soil, water and agricultural resources; including but not limited to: rangeland management plans, resource management plans, resource inventories, conservation plans, grazing management plans, etc...

Collects and analyzes data on range practices and conservation plans. Monitors and documents changes in plant communities, rangeland, vegetative cover, and production and soil surface conditions resulting from applied grazing management systems.

Studies range conditions, makes productivity determinations, evaluates amount and patterns of grazing use, and assist in keeping grazing management plans in balance with forage resources.

Will make oral and written reports to supervisor on daily activities and on problems requiring further action. May be required to develop written monthly, quarterly and annual reports.

Will oversee the prioritization and completion of projects on all Range Units.

The Range Conservation Scientist will coordinate and communicate with Indian & Non-Indian livestock associations, individual livestock owner, individual permittees, Tribal committees, and lessees for the enhancement and implementation of professional rangeland management practices.

The Range Conservation Scientist will direct/assist all livestock activities, utilization, control, rotation and management within Range Units.

The Range Conservation Scientist will report all discussions to resolve conflicts within CRP Grasslands and Range Management practices to the ARM Program Manager.

The Range Conservation Scientist is required to be on an **"ON CALL BASIS"** at all times; may be required to work afterhours, weekends and holidays to carry out duties and tasks.

Performance and Competency Standards shall include but not limited to:

- Quality of supervision, scheduling and coordination of personnel functions.
- Ability to communicate clearly, and concisely, both orally and in writing.
- Establishes and maintains effective working relationships with job contacts.
- Ability to maintain dependable attendance and reliability
- Efficient use of public skills to provide quality customer service
- Ability to establish and maintain effective working relationship with staff
- Ability to work independently with little supervision
- Demonstrate knowledge of practices and procedures utilized in environment
- Must be able to adapt quickly to change(s)
- Projects a professional attitude and appearance.

MUST MAINTAIN STRICT CONFIDENTIALITY OF ALL INFORMATION PROCESSED THROUGH THE DEPARTMENT INCLUDING RECORDS, REPORTS, DOCUMENTS, CONVERSATIONS, ETC. A breach of confidentiality will be subject to appropriate disciplinary action, up to and including termination from employment.

Conducts self with a professional mannerism that will bring credit to the Tribal Government.

Be willing and able to attend additional trainings, seminars and conferences that will increase knowledge and ability to complete duties and responsibilities.

Responsible for practicing safe work habits in the performance of the job.

Duties and responsibilities will include other activities and areas as needed to carry out program functions.

QUALIFICATIONS

Grade 14 Qualifications: The applicant must have a Bachelor's Degree in Range Management, soil or plant science, or related fields to job position or similar post-secondary education with two (2) years of experience in Range Management or related field and one (1) year supervisory experience.

Or

Grade 14 Qualifications: The applicant must have a Associates Degree in Range Management, soil or plant science, or related fields to job position or similar post-secondary education with four (4) years of experience in Range Management or five (5) years related field and three (3) year supervisory experience.

Grade 15 Qualifications: The applicant must have a Master's Degree in Range Management, soil or plant science, or related fields with three (3) years of experience in Range Management and (2) years supervisory experience.

OR

A Bachelor's Degree in Range Management, soil or plant science, or related fields with five (5) years of experience in Range Management or related field and three (3) year supervisory experience.

Must possess a valid Idaho State driver's license and be insurable with the Tribes insurance carrier.

Excellent verbal and written communication. Knowledge of and ability to utilize Microsoft Office applications; primarily Word and Excel programs in order to write reports.

Must be able to pass Department of Interior, Bureau of Indian Affairs background certification for access to United States Department of the Interior and Trust Asset Accounting Management Systems (TAAMS).

Must demonstrate a working knowledge and be certified **or** able to obtain certification in operating heavy equipment and ATV's in off road conditions. If applicant does not have certification they will have six (6) months from date of hire to obtain this certification.

Must be in good physical health, to perform duties as assigned and be able to lift and handle large heavy objects carrying loads upward of 50 pounds or more in situations that demand the work to be performed contained in this job description.

Must be able to work and walk in high mountain environments. Most of the work is performed out in the field during the seasons of the year under extreme hot and cold temperature conditions, in rain, snow, wind and dust.

PREFERRED QUALIFICATIONS

Skills and knowledge in either fencing, carpentry, welding, cement finishing, electrical operations of generators and well pumps.

Have three (3) years' experience working with livestock (i.e. livestock, salting & water distributing), farming and agricultural practices.

Must be familiar in general with the terms of the grazing permits and know the various range units to include locations of fencing, troughs and streams.

Has ability to identify weeds, grasses and poisonous plants and assist in eradication efforts.

Basic knowledge of the Fort Hall Indian Reservation's boundaries (i.e. districts, range units, allotments, fee land, trust land, etc...).

Basic knowledge of the Shoshone-Bannock Tribes Range Land Ordinance, Livestock Ordinance, and any other policies, codes and/or ordinances that pertain to the Range Department & Land Use.

A successful employment history that demonstrates the ability to successfully perform the functions of this position. Applicants who have been terminated for cause from previous employment may be disqualified pursuant to the Personnel Policies and Procedures of the Shoshone Bannock Tribes.

Qualified Shoshone-Bannock Tribal Member/Indian and Veterans Preference will apply in compliance with the Shoshone-Bannock Tribes Human Resource Policies and Procedures Manual.

IMPORTANT APPLICATION CRITERIA

Applicants not living in the local area may submit a cover letter, resume, and supporting documents in lieu of an application as an initial statement of interest for a particular job announcement. However, the applicant must follow-up with an official tribal application.

A **completed** Tribal Employment application must be submitted to the Shoshone-Bannock Tribes, Personnel Department, and P.O. Box 306, Fort Hall, ID 83203, to be considered for any position within the organization. Applications are accepted until **5:00 P.M.** on the closing date.

Telephone calls are not accepted in place of an employment application or letter of interest.

When the position qualifications require a driver's license, education, or professional credentials, the applicant must submit copies of certificates, licenses, degrees and other supporting documentation. Applicants who do not provide supporting documents will be disqualified.

Applicants who have a current application on file are required to submit a letter of interest for each position in which they want to be considered for. The letter should address how they meet each qualification. Supporting documents must also be submitted.

Veterans who have met the minimum qualifications and who provide documentation of an honorable discharge from any branch of military service are entitled to receive preference points during the interview process.

To verify Indian Preference Shoshone-Bannock Tribal member applicants must provide a copy of their tribal enrollment card. Non-enrolled members and other Indian tribal members must provide a Certificate of Indian Blood from their tribal enrollment office or from the Bureau of Indian Affairs.

Pre-employment applicants being considered for employment or a political appointment must submit to an alcohol and drug screening prior to being hired or appointed. Refusal to take the test will render the applicant ineligible for employment or political appointment with the Shoshone-Bannock Tribe. Applicants who test positive for alcohol or banned drugs will not be hired and will be ineligible for any type of employment with the Tribal Government for 90 days thereafter per the Shoshone-Bannock Tribes Substance Abuse Policy, Resolution PRSL-05-0732.

The Shoshone-Bannock Tribes will conduct a criminal and employment background check on new employees to ensure suitability for the position applied to.

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