

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 DESCRIPTION

TITLE: RESEARCH BIOLOGIST

DEPARTMENT: FISH & WILDLIFE

SALARY: \$28.03 - \$31.40 G14-15/ S1-3 DOE After Probationary Period

OPENS: February 26, 2024

CLOSES: March 15, 2024

CAREER STATUS: NON-EXEMPT – CONDITIONAL UPON SUCCESSFUL PROBATIONARY EVALUATION & YEARLY BUDGET APPROPRIATIONS

Attach ALL supporting documents, including: Tribal enrollment, honorable discharge, educational attainment, professional certification, license, and other relevant documents to verify eligibility for job qualifications and preference. INCOMPLETE APPLICATIONS MAY BE SCREENED OUT.

GENERAL STATEMENT

The Research Biologist Position will serve the Shoshone-Bannock Tribes' (Tribes) Fish and Wildlife Department (Department) – Anadromous Fish Program (Program) assisting the Program in conducting research that will protect, restore, and enhance the natural riverine ecosystem; native fish and wildlife species assemblages, including the recovery of Endangered Species Act listed Snake River Chinook, Steelhead, Sockeye, and Bull Trout populations and their critical habitats; and, the reserved rights and interests of the Tribes. A primary focus of this position is to conduct analyses on biological, physical, and chemical data, working to address research and management questions and developing recommendations to adaptively manage restoration activities.

The Research Biologist helps implement, monitor, research, and evaluate the Tribes' artificial propagation programs. This position's workstation is located in Fort Hall, Idaho, at the Fish and Wildlife Building. Research will focus on ESA listed Snake River Chinook salmon, Steelhead, Sockeye, and Bull Trout in central-Idaho. This position will work collaboratively with departments, programs, Tribal membership, tribes, state and federal agencies, non-governmental organization and academia.

SUPERVISION

The Research Biologist shall receive performance evaluations and supervision from the Anadromous Fish Program Manager; and, is responsible for the supervision, direction, and evaluation of subordinate research team members.

RESEARCH BIOLOGIST

Approved 9/22/22 DA3296

DUTIES AND RESPONSIBILITIES

- Assists in the development and/or modification of project-specific research, monitoring, and evaluation plans.
- Provides recommendations regarding the annual fish performance metrics to be collected to address the yearly and on-going project-specific research and management questions.
- Conducts data analysis and reporting for on-going and yearly research and management questions.
- Provides recommendations to adaptively managing artificial propagation.
- Drafts monthly progress reports, quarterly progress reports, and technical annual progress reports.
- Assists with acquiring/maintaining county, state, or federal permits required to implement each project.
- Participates in inter and intra-departmental meetings and interagency coordination meetings.
- Develops draft Independent Contract Agreements for project subcontracts.
- Collaborates with program biologists to provide training to ensure the acquisition of data for all fish performance metrics is standardized.
- Assists with installation, operation, and implementation of fish sampling activities.
- Communicates information concerning project(s) to Program Manager, Department and Program personnel, Tribal government, Tribal membership, state, federal, and tribal affiliations, as well as private landowners, general public, and educational institutions (e.g., high schools, universities).
- Completes daily log entries, bi-weekly timesheets, monthly purchasing card reporting, travel expense and travel training reports, and any other miscellaneous reports deemed appropriate; responsible for maintaining files for all correspondence on network database.
- Works with other personnel to protect and enhance fish and wildlife resources.
- Models high standards of honesty and integrity in all matters relating to employment with the Tribes and required as a condition of employment to conduct themselves both on and off the job in a manner that brings credibility to the Tribal government.
- Duties and responsibilities will include other activities and areas as needed to carry out position functions.
- Career advancement potential exists through the development of proposals and acquisition of additional projects funds, as such, develops and submits successful fish and wildlife scientific research funding applications/proposals to secure project funding.

- Provides quality control and assurance of research proposals, scientific methodologies, reports and manuscripts for publication.
- Disseminates research results via approved process and outlets including: final reports, peer reviewed scientific journals, on line journals, and books or chapters.
- Makes presentations on research findings to the tribes, federal and state agencies, academia, professional scientific organizations and non-governmental organizations.

MANDATORY QUALIFICATIONS

- **Grade 14/Step 1:** Masters of Science (MS) Degree from an accredited college in fisheries/wildlife or an ecology-related field.
- Previous work experience (≥ 2 years) in fisheries/wildlife or an ecology-related field (add step).
- Previous experience as lead author in publishing scientific literature in fisheries or an ecology-related field (add step).
- Must have previous experience in designing and implementing investigative studies of fisheries/wildlife, ecology, or related fields.
- Must have knowledge of factors limiting salmon and steelhead abundance in the Columbia River basin.
- Must have experience in application and interpretation of parametric, non-parametric, and univariate statistics.
- Must be proficient with computers and computer software programs including Microsoft Office (i.e., word, excel, powerpoint, outlook), ARCGIS, and R.
- Must have and maintain a valid driver's license and be insurable.
- Must be able to spend extended periods of time in the field (up to 10 days) at remote locations and work in adverse conditions.
- Must be physically fit and be able to regularly pass a Class III physical fitness test defined by pull-ups, crunches, and 3-mile run.
- Must be able to understand and clearly articulate scientific information, both verbally and written.
- Must demonstrate being a self-starter, being organized, being able to complete tasks in a timely manner, and must possess ability to work independently with little or no supervision.
- Must be able to understand and execute a variety of complex written and oral instructions.
- Must be able to adapt quickly to change(s).

PREFERRED QUALIFICATIONS

- **Grade 15/ Step 1:** Doctor of Philosophy (Ph.D.) of Science Degree from accredited college in fisheries/wildlife or an ecology-related field.
- Previous work experience (≥2 years) in fisheries/wildlife or an ecology-related field (add step).
- Previous experience as lead author in publishing scientific literature in fisheries or an ecology-related field (add step).

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

Performance standards shall include but are not limited to:

- 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
- Demonstrated knowledge of practices and procedures utilized in environment

IMPORTANT APPLICATION CRITERIA

Instructions: You must turn in all supporting documents to be eligible for this position you are applying for.

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.

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

When the position qualifications requires a driver's license, education, or professional credentials, the applicant must submit copies of certificates, licenses, degrees, official college transcripts 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 (DD214) 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-98-0405.

A **completed** Tribal Employment application must be submitted to the Shoshone-Bannock Tribes, Personnel Department, P.O. Box 306, Fort Hall, ID 83203. Applications are accepted until **5 p.m.** on the closing date.