



Job Announcement: Wildlife Science Technician

Position Details

Job title: Wildlife Science Technician

Salary: \$15.00 per hour

Benefits: Health and dental insurance; paid holiday, annual, and sick leave; retirement plan

Work schedule: 40 hours/week including night, weekend, and holiday work hours

Duration: Approximately 12 months

Application deadline: 8:00am on December 11, 2017

Interviews scheduled: December 11-14, 2017

Interviews conducted: December 18-21, 2017

Anticipated start date: January 8, 2018

Position Location: Fredonia and La Conner, Washington. Greater Skagit River Valley area.

General Function

The Wildlife Science Technician is a full-time, 40 hours per week position reporting directly to the Wildlife Biologist and Program Manager in the Hunting and Gathering Program of the Swinomish Indian Tribal Community. The position is limited to a 12 month work period from January – December 2018. The Wildlife Science Technician will support research and management activities for big game species with a particular emphasis on black-tailed deer and elk.

Representative Essential Duties and Responsibilities

This list is intended only to illustrate the various types of work that may be performed. The omission of specific statements does not exclude them from the position if the work is similar,

related, or logically assigns to the position.

Science Technician duties include but are not limited to the following tasks:

- Deploy and maintain a network of camera traps to estimate population abundance and demographics of large mammals species, particularly black-tailed deer
- Download, organize, and analyze camera trap photos
- Capture and handle adult black-tailed deer and elk using immobilization drugs delivered remotely by darting rifles
- Capture and handle neonatal black-tailed deer fawns and elk calves by hand
- Use telemetry equipment to locate, observe, and collect data for collared black-tailed deer and elk
- Investigate mortalities of study animals to determine cause of death and perform field necropsies if necessary
- Record field observations and manage these data in various databases
- Prepare, maintain, and repair field vehicles and equipment as needed
- Assist with report writing and communicating research and management findings
- Supervise volunteers assisting with research and management activities
- Assist with elk hazing to mitigate human-wildlife conflicts in Skagit Valley agricultural lands
- Other duties as assigned

Other Duties

Because of the Tribe's commitment to community service and the well-being of its members, each employee may be expected to perform other office and field duties from time to time. Such duties may or may not be related to their regular responsibilities.

The position requires the ability and willingness to work professional hours outside the standard work schedule in order to accomplish work objectives. The Wildlife Science Technician will frequently be required to work night-time and weekend hours in performing the assigned job duties, including capturing animals at night and monitoring study animals over weekends. Work schedules will comply with nonstandard work hour guidelines. The Wildlife Science Technician will frequently use independent judgment to ensure efficient accomplishment of work tasks.

Working Conditions

The working conditions described here are representative of those that must be met by the Wildlife Science Technician to successfully perform the essential duties of this position.

The Wildlife Science Technician must be able and willing to:

- Work outdoors in inclement weather—including rain, snow, wind, severe heat, and darkness—on a daily basis
- Travel independently by foot over steep, slick, thickly-vegetated, and broken terrain safely for long distances (> 3 miles) while carrying backpacks weighing up to 30 pounds
- Lift and/or move at least 50 pounds over short distances (> 50 feet)
- Walk, stand, sit, crawl, kneel, climb, and stoop for long periods (up to several hours)
- Use hands and fingers to manipulate field and office equipment quickly and efficiently
- Communicate effectively in spoken and written English
- Specific vision abilities required by this job include: close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.
- Operate vehicles safely in field situations
- The Swinomish Indian Tribal Community is on a four-day work schedule; offices are closed on Fridays. Work hours are Monday through Thursday 8:00AM to 6:00PM, although field work typically requires working odd hours.

Minimum Position Requirements

- A Bachelor of Science or Bachelor of Arts degree in a natural science, including but not limited to: wildlife biology, fisheries biology, ecology, zoology, or environmental science is highly preferred. Equivalent combinations of experience and education will also be considered on a case-by-case basis.
- Proficiency with Microsoft Office applications, including: Excel, Notepad, Word, and PowerPoint
- Proficiency with basic personal computer (PC) functionality, including activities such as: file management, internet searching/browsing, and other standard tasks
- Ability to follow detailed data collection and data quality assurance/quality control procedures, maintain comprehensive notes on field and analytical tasks, and train others on these procedures.
- Ability to maintain a positive, professional, and team-oriented attitude in challenging field conditions and while handling animals and performing field work
- Ability to work independently and alone in both field and office settings

Preferred Position Qualifications

- Previous experience conducting wildlife or fisheries field research, especially with large mammals
- Previous experience handling large animals
- Knowledge of the life history, biology, and habitat requirements of large mammals
- Additional computer skills: general database management, ArcGIS, program R
- Previous leadership experience

Special Requirements

- Must have valid Washington State Driver's License (or ability to immediately switch to WA driver's license if moving from out-of-state)
- Must pass a drug test and background check
- Must be legally allowed to carry a firearm
- Must either possess a Washington Department of Fish and Wildlife Hunter Education certification or be able to obtain this certification or the equivalent within 1 month of being hired (SITC will cover associated salary, travel, and course costs). Equivalent experience may be substituted and will be assessed on an individual basis.
- Must either possess a Wilderness First Aid certification or be able to obtain this certification or the equivalent within 2 months of being hired (SITC will cover associated salary, travel, and course costs). Equivalent experience may be substituted and will be assessed on an individual basis.

Employment Conditions

The Personnel Policies and Procedures of the Swinomish Tribal Community apply to all employees. Employees in this classification are considered non-exempt.

Consistent with practices of federally recognized Indian Tribes, Native American hiring preference may apply. All offers of employment are contingent on the successful completion of a drug and alcohol screening (per job description) and criminal background investigation.

Application Instructions

- Request a Swinomish Indian Tribal Community application by visiting our website (<http://www.swinomish-nsn.gov/resources/human-resources.aspx>), calling **(360) 466-7353**, or emailing aiedwards@swinomish.nsn.us
- Include a **cover letter** identifying why you feel you are qualified for this position. Cover letters should be addressed to Mr. Brandon Nickerson and Mr. Tino Villaluz.
- Include a resume or CV that includes specific duties and responsibilities of previous positions.
- Include the completed Swinomish Tribal Community application form; **do not write “see resume” on the application.**
- Return application, cover letter, resume/CV, and application to Alethia Edwards, Human Resource Director by 8:00am on Monday December 11, 2017
- Questions regarding the duties and responsibilities of the position may be directed to Brandon Nickerson at bnickerson@swinomish.nsn.us
- Questions regarding the application process may be directed to Alethia Edwards at aiedwards@swinomish.nsn.us