



## *Red Cliff Band of Lake Superior Chippewa Indians*

88455 Pike Road

Bayfield, WI 54814

Phone: 715-779-3700 Fax: 715-779-3704

Email: redcliff@redcliff-nsn.gov

### **JOB DESCRIPTION**

**POSITION:** Fish Biologist

**LOCATION:** Red Cliff Fisheries Department at the Tribal Fish Hatchery,

**WAGE:** Starting salary will be equivalent to the federal GS 9/11 step 1 pay (\$21-26/hour)

**SUPERVISOR(S):** Division Administrator, Hatchery Manager

### **THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION**

**JOB SUMMARY:** Ensure the proper management of the Red Cliff commercial and subsistence fishery in Lake Superior through coordinated fisheries research, assessments, and quota management activities.

### **DUTIES AND RESPONSIBILITIES:**

1. Conduct routine fish assessments in Michigan and Wisconsin Management Units of Lake Superior on the tribal research boat.
2. Recommend additional fish assessments to fill data gaps and/or evaluate new threats to sustainable fish stocks.
3. Analyze assessment data and produce reports.
4. Introduce new research initiatives.
5. Seek publication of research findings, when warranted.
6. Participate in SCAA modeling efforts for lake trout as part of tribal co-management authority in the 1842 ceded territory of Lake Superior.
7. Serve as technical representative to Tribe on Lake Superior Technical Committee and other committees/working groups.
8. Participate in commercial licensing and harvest quota management systems.
9. Develop management and regulatory recommendations to Fish Committee and Tribal Council.
10. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or as deemed necessary by the supervisor.

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**KNOWLEDGE:** The applicant must have specific knowledge of Great Lakes commercial fishery management and tools used to regulate these fisheries. Knowledge of stock assessment models, especially SCAA, is important to the position. Experience working on the Great Lakes conducting fish stock assessments, knowledge of boat operation, and the operation of a variety of gear types including gill nets, trap nets and electrofishing gear is strongly preferred. Experience designing fisheries research that produces statistically relevant datasets for analysis and reporting will be highly beneficial. Knowledge of Native American Tribes and the uniqueness of the Red Cliff Community.

**QUALIFICATIONS:**

1. M.S. highly preferred, especially applicants who conducted Great Lakes research as part of their graduate studies.
2. Minimum of B.S. in Fisheries / Natural Resource Management is required. In lieu of a Master's Degree, 5+ years of relevant work experience and B.S. are required to be considered for the position.
3. The applicant should be in good physical condition and have the ability to work long hours on Lake Superior, often in rough weather conditions during early morning hours. Weekend work will be infrequent.
4. The applicant must be able to work as part of a comprehensive natural resources team with other biologists and personnel.
5. Must have a valid driver's license, vehicle and appropriate vehicle coverage and maintain driver's eligibility as a condition of employment. Be eligible to be put on the tribe's vehicle insurance policy.

**PERSONAL CONTACTS:** Personnel from Red Cliff Treaty Natural Resources Division and other Divisions within the Red Cliff Tribal Government. Occasional contact with tribal commercial fishermen, the Red Cliff Fish Committee, and the tribal membership. Contacts with outside agencies, especially Wisconsin Department of Natural Resources.

**PHYSICAL REQUIREMENTS:** Must be able to lift and carry 50 lbs. Work on Lake Superior with minimal effects of sea sickness. Must be willing to work in occasionally adverse weather conditions. Must be able to sit behind a desk and work from a computer for prolonged periods.

**TRAVEL REQUIREMENTS:** Travel will be expected at times, though overnight travel will be generally limited to periodic conferences, trainings, and technical committee attendance. The ability to travel and attend meetings and trainings; overnight and out of town, both locally & nationally.

**BEHAVIOR AND ATTITUDE:** The vision, goals and objectives of the Red Cliff Band of Lake Superior Chippewa requires that the employee performs in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Name or Image of the Red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

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**Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered**

**APPLICATION SUBMITTAL REQUIREMENTS:** The following items are required for this position:

1. Completed Tribal Application, to include work history and references; available on the tribal website.
2. Tribal Background Investigation Disclosure; available on the tribal website.
3. Cover letter and resume.
4. Post-secondary transcripts or certifications; if applicable.

**If all the required documents are not submitted by the deadline, the applicant will not be considered.**

**This job description is subject to change at employer's discretion, after consultation with the employee.**

**POSTED: January 30, 2018**

**DEADLINE: February 13, 2018**

**Red Cliff Band of Lake Superior Chippewa**

**Human Resources Department**

**88455 Pike Road**

**Bayfield, WI 54814**

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**(715) 779-3700 ext. 4268 or 4267**

**The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.**

**ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.**

#### **EMPLOYEE BENEFITS PACKAGE**

**THE EMPLOYEE BENEFITS PACKAGE INCLUDES THE FOLLOWING:**

1. A Health Insurance Plan which is through the Federal Employee Health Benefits (FEHB). FEHB is offered for both single and family coverage. Employees considered to be full time status will be required to pay 12% of the premium for the plan selected.

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2. The Dental package is through Delta Dental. This benefit is offered at no cost to the employees with single or family medical coverage.
3. Short Term Disability is offered to all employees at no cost and pays 60 % of weekly pay for a maximum of 90 days if you get sick or injured off the job.
4. Life insurance of \$15,000 is included at no cost to all employees. Spouses are covered at \$7,500.00 and children are prorated. Employees can purchase additional life insurance from the plan provider at their own cost.
5. Profit Sharing Plan with a 401(k) component is offered to employees after one year of work, with a minimum of 1000 hours. The Tribe puts 3% of employee's wages into the Profit Sharing Plan.
6. The Tribe also offers General Leave to Full time employees. Employees will accrue 16 hours of General Leave per month and can accumulate up to 192 hours per year. After 5 years of employment, General Leave goes up to 20 hours per month with a maximum of 240 hours.
7. The Tribe observes a total of 11 paid holidays.