

**CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
PO BOX 278
PABLO MT 59855
406-675-2700
PERSONNEL OFFICE FAX: 406-675-2711
WEBSITE ADDRESS: csktribes.org
E-mail: shelley.grenier@cskt.org**

*****VACANCY ANNOUNCEMENT*****

TITLE: Wildlife Habitat Restoration & Management Specialist

LOCATION: Natural Resources Department
Division of Fish, Wildlife, Recreation & Conservation

SALARY: \$23.75 to \$27.58 per hour

CLOSING DATE: Thursday, August 26th, 2021 at 5:30 p.m.

SPECIAL CONDITIONS:

This is not a Testing Designated Position (TDP) within the definition of the CSKT Drug Testing policy. **The successful applicant, if not already employed by the Tribes must pass a pre-hire drug test and serve a mandatory six (6) month probationary period.**

The Wildlife Habitat Restoration and Management Specialist is a full-time, professional and technical position responsible for carrying out the Tribes' wildlife habitat restoration, enhancement and management objectives on the Flathead Reservation. The primary function of this work relates to the Tribes' SKQ settlement mitigation efforts.

The Specialist duties include, but are not limited to, the following:

- Conducts all aspects of wildlife habitat restoration and enhancement projects, including planning, sequencing, project management and oversight, implementation, monitoring, and reporting to ensure successful restoration and enhancement of Reservation lands impacted by human activities; a Manages wildlife habitat on wildlife conservation lands including fence maintenance, hydrology, invasive plant management, prescribed fire planning, and working with adjoining land owners to enhance habitat objectives and resolve conflicts.
- Acts as a key member of the SKQ Wildlife Mitigation and Habitat Restoration Team, involved in wildlife habitat restoration planning and implementation and long-term habitat management.
- Restoration efforts will be concentrated primarily on wetland, riparian and associated upland habitats.
- Coordinates closely with and provides information and assistance to the various divisions of the Natural Resources Department (NRD), the Tribal Preservation
- Department (TPD), in field or office assignments; a Works closely with the Tribal Natural Resources and Preservation Departments, and both Tribal Culture Committees, to develop culturally sound plant restoration plans; a Maintains confidentiality of sensitive plant information as directed by the Culture
- Committees and TPD; a Coordinates with other Tribal restoration projects (ARCO, Highways, BPA, Bison Range etc.) to facilitate efficient use of Tribal staff, contractors, plant propagation facilities, and other Tribal resources;
- Conducts and directs vegetation inventories in project areas, including on-the-ground reconnaissance and record examination regarding such items as: o Vegetative condition and potential, o Non-point pollution sources,
- Wetland, riparian and grassland classifications, o Progress toward restoration goals;
- Compiles quarterly and annual summary reports and maintain daily records for project activities;
- Functions as an interdisciplinary team member, providing input for environmental analysis in the restoration and mitigation areas;
- Supervises trainees, technicians, crews and contractors in the field;

- Is actively involved in the implementation of restoration projects, including hand planting, plant salvage and planting with heavy equipment, hand seed collection, weed control, and other equipment operation, such as site preparation, seeding, fertilizing, and mulching;
- Maintains restoration projects, including fences, weed control efforts, water developments, and electric fences;
- Maintains Tribally-owned restoration tools and equipment;
- Develops presentations for oral and written communications;
- Performs other miscellaneous assignments, as directed by supervisor.

MINIMUM QUALIFICATIONS (AS REFLECTED ON THE TRIBAL EMPLOYMENT APPLICATION):

- A BS or BA in Restoration Ecology, Restoration Botany, Resource Conservation, or closely related field, required;
- Two years of progressively higher level graduate education leading to a Master's Degree, or a Master's or equivalent graduate degree in Restoration Botany, Plant Science or Ecology, or Rangeland Ecology, or closely related field.
- A minimum of 3 years of experience in planning and implementing resource management, restoration and/or mitigation activities with specialized experience in wetland and riparian restoration preferred;
- A minimum of 2 years of experience in managing crews of 2 or more workers (can coincide with above experience).
- The employee must possess or be eligible for a Montana State Driver's License.
- Must be, or must complete the steps to become (within the probationary period) a registered herbicide applicator.

DESIRABLE QUALIFICATIONS (AS DETERMINED BY THE INTERVIEW):

Individuals can request a complete copy of the position description from the Personnel Department.

SUBMIT:

1. Completed Tribal employment application.
2. Copy of relevant academic transcript.
3. Copy of current valid Montana CDL.
4. Proof of enrollment in a federally recognized Tribe if other than CSKT.
5. If claiming veteran's preference, a copy of DD214 must be submitted.
- 6.

SUBMIT ALL OF THE ABOVE TO: Personnel Office, P.O. Box 278, Pablo MT 59855, at 406-675-2700 Ext. #1259/1040.

FOR MORE INFORMATION: Whisper Camel-Means, Wildlife Program Manager, Natural Resource Department @ 406-675-2700 Ext. #7224

**WILDLIFE HABITAT RESTORATION MANAGEMENT SPECIALIST
NATURAL RESOURCES DEPARTMENT
DIVISION OF FISH, WILDLIFE, RECREATION & CONSERVION**

The successful applicant is required to possess a BS or BA in Restoration Ecology, Restoration Botany, Resource Conservation, or closely related field, required. Two years of progressively higher level graduate education leading to a Master's Degree, or a Master's or equivalent graduate degree in Restoration Botany, Plant Science or Ecology, or Rangeland Ecology, or closely related field. A minimum of 3 years of experience in planning and implementing resource management, restoration and/or mitigation activities with specialized experience in wetland and riparian restoration preferred. A minimum of 2 years of experience in managing crews of 2 or more workers (can coincide with above experience). The employee must possess or be eligible for a Montana State Driver's License. Must be, or must complete the steps to become (within the probationary period) a registered herbicide applicator. All applicants are required to submit a Tribal application, copy of relevant transcript, a copy of current valid driver's license, proof of enrollment from a federally recognized Tribe if other than CSKT and if claiming veteran's preference, a copy of DD214 must be submitted. **This position is not a (TDP) within the definition of the CSKT Drug Testing policy. The successful applicant, if not already employed by CSKT must pass pre-hire drug test and serve a mandatory six (6) month probationary period.** Salary range \$23.75 to \$27.58 per hour, plus benefits. To apply, contact Personnel at (406) 675-2700 Ext. #1259/1040. Tribal applications are also available online at csktribes.org. Closing date will be Thursday, August 26th, 2021 at 5:30 p.m.

CSKT IS A TRIBAL MEMBER PREFERENCE EMPLOYER

PLEASE PUBLISH IN THE CHAR-KOOSTA CLASSIFIED ADS ON:

1. **Thursday, August 5th, 2021**
2. **Thursday, August 12th, 2021**
3. **Thursday, August 19th, 2021**

PLEASE PUBLISH IN THE MISSOULIAN CLASSIFIED ADS ON:

1. **Thursday, August 1st, 2021**
2. **Thursday, August 8th, 2021**
3. **Thursday, August 15th, 2021**

**BILL TO: NATURAL RESOURCES DEPARTMENT
DIVISION OF FISH, WILDLIFE, RECREATION & CONSERVATION
P.O. BOX 278
PABLO, MT. 59855**

If you have any questions, feel free to contact Shelley Grenier @ (406) 675-2700, Ext. #1042. FAX (406) 675-2711 or E-Mail: shelley.grenier@cskt.org