



The Klamath Tribes

501 Chiloquin Blvd/P.O. Box 436

Chiloquin, Oregon 97624

Phone: (541) 783-2219

HR Fax: (541) 783-2836

OPEN: 11/01/22
CLOSE: Until
Filled

EXEMPT ___
NON-EXEMPT X

POSITION DESCRIPTION

POSITION: AQUACULTURIST

RESPONSIBLE TO: Fisheries Biologist

SALARY: Step Range: 19-38; Annual/Full Benefits
Salary Range: \$46,919 - \$82,273
Hourly Range: \$22.56 - \$39.55

CLASSIFICATION: Non-Management, Regular, Full-Time

FRRA CLASSIFICATION: This position is considered fully classified for Klamath Tribal members in accordance with the *Klamath Tribes Administration Policies & Procedures Reporting and Recordkeeping for Fishing Rights-Related Activity*.

LOCATION: **The Klamath Tribes Ambodat Department**
Sprague River Water Quality Lab
5671 Sprague River Highway
Chiloquin, OR 97624

BACKGROUND: N/A

POSITION OBJECTIVES

The primary purpose of this position is to prevent the loss of fish species which are unable to thrive without support. This position will rear Lost River, Shortnose Suckers, and potentially other species from eggs or wild-caught larvae for eventual tagging and release.

Continually improve upon existing infrastructure and processes working in collaboration with the Fisheries Biologist and Fisheries Technicians.

MAJOR DUTIES AND RESPONSIBILITIES

1. Rear fish from egg and larval stages with a reasonable degree of survival consistent with the biology of the species.
2. Design, install, expand, and maintain both indoor and outdoor aquaculture systems.
3. Assist with physical installation of equipment.
4. Design, implement, and maintain a comprehensive fish and environmental monitoring program.
5. Supervise Fisheries Resource Technicians as assigned.
6. The incumbent will be called upon to accomplish other tasks within their scope of work.

SUPERVISORY CONTROLS

The Aquaculturist is directly supervised by the Fisheries Biologist. This position is expected to work independently, using professional knowledge and judgment in ensuring that duties and responsibilities are carried out in a timely manner and that policy and procedures are followed. The Aquaculturist must exercise good judgment in working with the public, agencies, and other entities.

The supervisor outlines the overall Tribal and project objectives and priorities, timelines and financial resources available. The employee plans and schedules recurring work, handles problems and completes work using own initiative, exercising judgment according to training, experience and instructions. Work is reviewed for compliance with policy, procedures and goal attainment.

The Aquaculturist will directly supervise staff necessary to accommodate project-specific assignments in accordance with policies and procedures adopted by the Klamath Tribes.

KNOWLEDGE, SKILLS, ABILITIES

Knowledge and ability to design and implement scientific investigations into fish survival at different life stages; distribution and abundance; habitat quality; water quality; food habits; and physical, chemical, and biological conditions relative to fish population performance.

Practical knowledge of freshwater aquaculture methodologies for eurythermal species of all life stages.

Practical understanding of recirculating and pond aquaculture systems and methods.

Ability to design and install aquaculture systems.

Ability to design and implement a technologically assisted monitoring system.

Ability to collect and compile data accurately and efficiently while being detail oriented, thorough, and staying organized.

Ability to tag fish with a variety of methods for release.

Ability to collaborate effectively with other scientists, interact with people of diverse backgrounds in a professional manner, using tact, diplomacy, and mature judgment while pursuing tribal interests.

Demonstrated ability to work productively and positively with people of diverse backgrounds, skillsets, and abilities.

Ability to effectively communicate both orally and in writing.

QUALIFICATIONS, EXPERIENCE, EDUCATION

Minimum Qualifications: *Failure to comply with minimum position requirements may result in termination of employment.*

- **REQUIRED** to possess a minimum of a Bachelor's degree in the Aquatic Sciences, Aquaculture, or equivalent. *(Must submit copy of diploma or transcripts with application)*
- **REQUIRED** to have a minimum of 3 years applicable experience.
- **REQUIRED** to have computer experience; emphasis will be in the use of Microsoft Word, Excel and work in a networked environment.
- **REQUIRED** to possess and maintain a valid Oregon Driver's License, (out of state applicants must receive ODL within 90 days of hire), have good driving record and be insurable by The Klamath Tribes' vehicle insurance policy. *(Must submit copy of driver license with application.)*
- **REQUIRED** to adhere to The Klamath Tribes Alcohol and Drug Free Workplace policy.
- **REQUIRED** to accept responsibility of a mandatory reporter in accordance with the Klamath Tribes Juvenile Ordinance Title 2, Chapter 15.64 and General Council Resolution #2005 003, all Tribal staff are considered mandatory reporters.

- **REQUIRED** to be fully vaccinated for COVID-19 or have approved exemption status before the first day of employment, as per the Klamath Tribes' COVID-19 Mandatory Vaccination Policy. Contact HR for exemption process.

Preferred Qualifications:

- Master's Degree in Aquaculture

INDIAN PREFERENCE

- Indian and Tribal Preference will apply, as per policy. (*Must submit tribal documentation with application to qualify for Indian Preference*).

ACKNOWLEDGEMENT

This position description is intended to provide an overview of the requirements of the position. It is not necessarily inclusive and the job may require other essential and/or non-essential functions, tasks, duties, or responsibilities not listed herein. Management reserves the sole right to add, modify, or exclude any essential or non-essential requirement at any time with or without notice. Nothing in this job description, or by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.

APPLICATION PROCEDURE

Submit The Klamath Tribes ***Application for Employment*** with all requirements and supporting documentation to:

**The Klamath Tribes
ATTN: Human Resource
P.O. Box 436
Chiloquin, OR 97624**

IT IS THE RESPONSIBILITY OF THE APPLICANT TO PROVIDE SUFFICIENT INFORMATION TO PROVE QUALIFICATIONS FOR TRIBAL POSITIONS.

Please Note: If requirements are not met, i.e., submission of a resume in lieu of a tribal application or not including a required certification, your application will not be reviewed and will be disqualified.

Indian Preference will apply. In accordance with Klamath Tribal policy, priority in selection will be given to qualified applicants who present proof of eligibility for "Indian Preference".

Applications will not be returned.

EMPLOYEE ACKNOWLEDGEMENT:

I have reviewed this position description and have been provided a copy. I understand that The Klamath Tribes reserves the sole right to modify this position description at any time, with or without notice.

Employee (printed name)

Employee (signature)