

**Organization:** Upper Snake River Tribes (501(c)(3) Foundation)  
**Job Title:** Fish and Wildlife Program Director  
**Wage:** Equivalent to GS-10/11, DOE  
**Location:** Boise, ID  
**Closes:** January 24, 2020



## Background

The Upper Snake River Tribes (USRT) Foundation is composed of four Indian tribes of the Upper Snake River region in Idaho, Nevada, and Oregon: Burns Paiute Tribe, Fort McDermitt Paiute-Shoshone Tribe, Shoshone-Bannock Tribes of the Fort Hall Reservation, and Shoshone-Paiute Tribes of the Duck Valley Reservation. The four tribes have common vested interests to protect rights reserved through the United States Constitution, federal treaties, federal unratified treaties (e.g. Fort Boise Treaty of 1864, Bruneau Treaty of 1866, and Malheur Treaty of 1864), executive orders, inherent rights, and aboriginal title to the land, which has never been extinguished by USRT member tribes. USRT works to ensure the protection, enhancement, and preservation of the tribes' rights, resources, cultural properties, and practices and that they remain secured. These include but are not limited to hunting, fishing, gathering, and subsistence uses.

## Nature and Scope of Work

The Fish and Wildlife Program Director is a mid- to senior level position working directly under the Executive Director, to develop and implement USRT's Fish and Wildlife Program. The Fish and Wildlife Program Director will coordinate existing Bonneville Power Administration (BPA) funded programs amongst member tribes and co-develop consensus projects with BPA and its member tribes to protect, enhance, and restore cultural and natural resources pursuant to the USRT Charter. The Fish and Wildlife Program director will have the ability to develop and maintain relationships at all levels within various communities, federal government and state agencies, and private and non-profit sectors. Additionally, the Fish and Wildlife Program Director will complete technical reviews and assess impacts of Columbia/Snake River Basin management activities on its member tribes and their rights, resources, and activities.

## Duties

### Administrative:

- BPA fiscal responsibilities and reporting
- Fish and Wildlife Program reporting

### Program Development/Coordination:

- Inventory and assessment of tribal fish and wildlife programs, goals, objectives, and needs.
- Coordination amongst USRT for fish and wildlife project data sharing, communication, and outreach.
- Coordination amongst USRT to develop and obtain funding for USRT's priority projects and goals.
- Evaluation of coordination effectiveness and program development efforts.
- Present program and/or agenda topics to diverse audiences and at USRT Commission meetings.

#### Assessment and Planning:

- Development of a comprehensive USRT report quantifying fish and wildlife impacts and losses incurred by the Federal Columbia River Power System to help define mitigation needs above Hells Canyon Dam.
- Provide technical review of Columbia River Treaty and non-treaty river operations (review of modeling results) and present findings to the USRT Commission so as to inform policy level decision making and planning.
- Technical review of other federal management activities (e.g. Endangered Species Act recovery planning) and subsequent presentation of findings to USRT leadership and staff, with the intent of informing policy level decisions and planning.
- Participate as a representative in the forthcoming Columbia Basin Collaborative.
- Engagement with the Northwest Power and Conservation Council process.
- Assist with USRT's climate resilience projects.

### **Qualifications**

- An advanced degree in the physical or biological sciences or equivalent education and work experience is necessary.
- Five or more years of professional experience in the fish and wildlife fields.
- Excellent oral and written communication skills.
- Excellent interpersonal skills, including the ability to develop and maintain relationships at all levels within various communities, federal government and state agencies, and private and non-profit sectors.
- Demonstrated experience in advocacy, developing and implementing strategies, crafting written documents, and using methods to monitor process and adherence to timelines and achievement of goals.

- Knowledge and ability to review and assess the ecological effects of large river (e.g. hydroelectric systems) and land (e.g. mining, grazing, timber harvest) management practices on USRT rights, resources, and activities, and the competency to convey this information to a diverse audience.
- Candidates should demonstrate a familiarity with state and federal fish and wildlife laws, policies, and regulatory agencies applicable to the Upper Snake River Region and USRT.
- Experience working with Indian tribes is preferred.
- Current/prior experience working in the Columbia/Snake River basins preferred.
- Routine travel, primarily within the Columbia Basin, will be required.
- Periodic evening and weekend work.

### **Salary and Benefits**

Salary is equivalent to a GS-10/11 pay grade, dependent upon experience. Full medical and dental coverage is provided. Generous retirement (401k) benefits package, paid vacation/sick leave, and 10 or more paid holidays. USRT is an equal opportunity employer and complies with federal, Idaho, and Oregon employment laws. USRT is

### **How to Apply**

Please submit cover letter describing your interest in the position, a resume, writing sample(s), and contact information for at least 3 professional references to Alexis Malcomb ([alexis@usrtf.org](mailto:alexis@usrtf.org)), USRT's Executive Assistant, with **USRT Fish and Wildlife Program Director Search** in the subject line by **January 24, 2020**. Questions regarding the position may be directed to [alexis@usrtf.org](mailto:alexis@usrtf.org) or (208) 331-7880.