JOB DESCRIPTION

POSITION: Fisheries Technician I

LOCATION: Red Cliff Fish Hatchery, Bayfield WI.

WAGE: Starting wage $16/hour. 40 hours per week

SUPERVISOR: Wildlife Biologist

THIS IS A REGULAR FULL-TIME NON-EXEMPT POSITION

JOB SUMMARY: Work at the direction of the Treaty Natural Resources Division (TNR) to complete all aspects of fisheries assessments on Lake Superior and the connected waters on the Red Cliff Reservation. Conduct monitoring of commercial fishing activities onboard commercial vessels, on the ice, and dockside in cooperation with partner agencies. Maintain fisheries equipment, keep detailed records, and process laboratory samples.

DUTIES AND RESPONSIBILITIES:
1. Schedule monitoring events with Red Cliff commercial fishers and partner agencies.
2. Conduct monitoring of commercial fishing activities onboard commercial vessels, on the ice, and dockside in cooperation with partner agencies.
3. Assist the TNR with assessments of Lake Superior fishes onboard 20-foot and 40-foot research vessels.
4. Assist the TNR with assessments of fishes in the tributaries within the Red Cliff Reservation.
5. Develop and execute proper maintenance protocols and work with approved vendors to keep TNR equipment in excellent working condition.
6. Keep detailed records and enter records in electronic databases.
7. Work with TNR staff and approved vendors for purchasing equipment, services, and supplies for the TNR.
8. Process laboratory samples such as fish aging structures.
9. Attend meetings, trainings, and complete reports at the direction of TNR staff.
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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SUPERVISORY AUTHORITY: None

KNOWLEDGE: Institutional knowledge of fisheries biology, Lake Superior fishes, assessment techniques, and record keeping. Proficiency with standard computer software programs such as Microsoft Access and Excel. Proficiency with light microscopy. General knowledge of mechanics and carpentry. Knowledge of Native American tribes and the uniqueness of the Red Cliff community are beneficial.

QUALIFICATIONS:
1. A bachelor’s degree in Fisheries Biology or related field is preferred. Applicants without a preferred degree will require a minimum of two years’ experience in fisheries work or a closely related discipline to receive consideration.
2. The applicant must be able to follow oral and written instructions, make informed decisions independently, and always follow proper safety protocols for both the fish and staff members.
3. Must have a valid driver’s license, vehicle and appropriate vehicle coverage and maintain driver’s eligibility as a condition of employment.

PERSONAL CONTACTS: Considerable daily contact will be made with the general public, tribal leadership, program directors and staff, consultant(s), the Red Cliff community, and other tribal, state, and federal agencies.

PHYSICAL REQUIREMENTS:
1. The applicant should be in good physical condition and able to work long hours including nights and weekends.
2. Must be able to lift a minimum of 50 pounds. Job will include frequent and repetitive lifting of fish boxes and fisheries gear.
3. Must be able to work on commercial and TNR research vessels in sometimes adverse conditions.
4. Must be able to walk long distances through undeveloped tributary and riparian areas sometimes in adverse conditions while carrying a minimum of 20 pounds.

WORK ENVIRONMENT: The position will split time between the office and field settings. Work will sometimes require late nights, early mornings, and occasional weekends and holidays. All Tribal buildings are smoke free.

TRAVEL REQUIREMENTS: The ability to travel and attend meetings and trainings; overnight and out of town.

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 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 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 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 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 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 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 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

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Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

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

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

**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. Consent to Release Liability and Reference Information Form; available on the Tribal website.
5. Resume, required.
6. Post-secondary transcripts or certifications; if applicable.

**POSTING DATE:** January 19, 2022  
**DEADLINE:** February 2, 2022 @ 4:00 p.m.

**FOR FURTHER INFORMATION CONTACT:**
Red Cliff Band of Lake Superior Chippewa  
Human Resources Department  
88455 Pike Road  
Bayfield, WI 54814  
[www.redcliff-nsn.gov](http://www.redcliff-nsn.gov)  
hr@redcliff-nsn.gov  
(715)779-3700

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 will be subject to the background investigation and other requirements of RCCL Chapter 43, and 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.

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