

HOULTON BAND OF MALISEET INDIANS
JOB DESCRIPTION
Fisheries Biologist

Approved: 02.27.2024

Status: Full-time / 40 hrs. per week

Salary Range: \$32.22 - \$34.18 per hour

Supervised by: Natural Resources Director

Role: Under the general supervision of the Natural Resources Director, the Fisheries Biologist is responsible for overseeing and implementing our Fisheries Program, beginning with a focus on 1) implementing a cooperative agreement with USDA Natural Resources Conservation Service (NRCS) to develop fish passage and instream habitat restoration projects in the Meduxnekeag Watershed and 2) working with a diverse group of partners to prioritize and restore fish passage by improving transportation infrastructure (culverts and bridges) throughout Aroostook County.

Duties and Responsibilities:

- Work as a team member in our Natural Resources Department (NRD) to support and advance HBMI's NRD mission, goals, and objectives.
- Help develop and lead HBMI's fisheries and fish habitat restoration initiatives.
- Develop / maintain effective communication and working relationships with co-workers as well as external tribal/First Nation, federal (US and CA), provincial, state, and local partners. Help support and advance HBMI fisheries and watershed partnership projects and initiatives including but not limited to items outlined in Attachment A.
- Provide biological assistance and support to partners in science-based planning and developing biological models to target and quantify habitat conservation and restoration needs of fish and aquatic communities in the Wolastoq watershed and potentially other watersheds of the Gulf of Maine.
- Represent Maliseet values / interests at meetings with stakeholders and partners, provide technical expertise, verbal or written testimony on fisheries issues that affect tribal resources.
- Provide supervision and training to seasonal Fisheries Technicians. Mentor and support educational and career goals as they pertain to natural resources and environmental science.
- Work as needed with other HBMI departments to protect the health and welfare of tribal citizens from environmental contaminants.
- Seek out and attend training to keep abreast of new and developing technology and methodology.
- Perform other duties as requested by immediate supervisor, Natural Resources Director, Tribal Administrator Tribal Chief and Council.

Minimum Qualifications:

1. Masters Degree in fisheries biology, management, or ecology **and/or** 3+ years of specialized experience; examples include: independently coordinating, planning and implementing aquatic organism passage or aquatic habitat improvement projects; conducting comprehensive fishery biological studies and investigations; modifying and adapting standard biological techniques, processes, and procedures; serving as a technical resource on fishery biological issues; leading interdisciplinary teams consisting of multiple partners and preparing environmental analysis reports with fisheries input.
2. Professional knowledge of scientific, biological, and ecological principles, methodologies and practices sufficient to apply a wide range of techniques and procedures to the solution of difficult and complex problems affecting natural resources.
3. Ability to analyze, design, and conduct aquatic research, modeling and monitoring projects to plan and conduct a wide variety of complex investigations including the design, collection, and analysis of biological data.
4. Able to work occasional irregular hours (e.g. early start times and long days), carry heavy equipment over uneven terrain including along/in streams and river, and comfortable working in canoes or other watercraft, possibly in remote areas.
5. Ability to communicate effectively, both orally and in writing plus possess basic computer skills including, but not limited to word processing, spreadsheets, etc.
6. Possess valid state of Maine driver's license.
7. Must be willing to attend workshops, meetings and conference in and out of State.
8. Possess tribal identification or US passport/NEXUS card that will allow for travel to Canada.
9. Must agree to and pass pre-employment urine drug screening and state of Maine background check.

Preferred Qualifications

- Experience/knowledge of salmonid and other sea run fish biology, restoration, or management
- Experience in GIS and GPS technology
- Supervisory experience
- Snorkel experience
- Experience or state certification or ability to attain, with electro-fishing techniques

Responsibility for Safety and Health:

Every employee is responsible for safety and the prevention of accidents and injuries. Successful job performance depends on attention to safety issues.

Physical Requirements:

Physical Abilities

Bending	O	Sitting	F	<i>N (Not Applicable)</i>
Carrying	N	Standing	O	<i>O (Occasionally) up to 2 hours a day</i>
Driving	O	Talking	F	<i>F (Frequently) 2-6 hours a day</i>
Handling	O	Walking	O	<i>C (Constantly) over six hours a day</i>
Hearing	F	<u>Lift/Carry</u>		
Keyboarding	F	50 lbs. or less	O	
Kneeling	O	<u>Push/Pull</u>		

Reaching 50 lbs. or less

Applications are available to download at our website www.maliseets.net at the front desk of the Administration Building (88 Bell Rd, Littleton, ME) or by mail or email. If you would like an application or further information on the job description, please contact Jessica Huff, Human Resources Coordinator at 207-532-4273 or e-mail hr@maliseets.com If selected for employment you will be subject to Alcohol and Drug testing. **If you fail, the Alcohol or Drug testing any offer of employment will be withdrawn by HBMI.**

Applications will be accepted until a suitable candidate is found.

TO APPLY:

Submit an application to:
Houlton Band of Maliseet Indians
Attn: Jessica Huff
88 Bell Road
Littleton, Maine 04730

The HBMI practices Indian Preference to qualified Native Americans in accordance with Public Law 93-638 and is an Equal Opportunity Employer.

ATTACHMENT A

HBMI Natural Resources/Fisheries Biologist Partnership Agreement Required Tasks As of January 2024

As per HBMI's partnership agreement with NRCS for the Meduxnekeag River watershed

- Integrate fish and biological science and practices, habitat restoration and management, and environmental concerns into NRCS programs through conservation planning. Provides technical assistance and training to field office personnel.
- Participate on or lead interdisciplinary teams in the development of biological assessments, and National Environmental Policy Act (NEPA) compliance for NRCS activities. Provides direct assistance to planners and partners in multiple watersheds in completing biological assessments, informal and formal consultation for listed fish and aquatic species under the Endangered Species Act (ESA).
- Provide field office biological investigations, analyze data and make recommendations on complex resource problems involving aquatic organism passage and aquatic habitat projects. Assignments may include: assessment of effects, formulating and recommending policies, practices and procedures affecting aquatic habitat.
- Represent NRCS in fisheries biology. Work closely with partners, including members of state and federal agencies, and tribal and non-government organizations, to plan and implement aquatic restoration projects.

As per our current Wolastoq-St. John Restoration Program commitments

- Create a watershed-level thermal image of higher order tributaries of the Meduxnekeag to refine locations of cold-water seeps/fisheries refugia,
- Conduct an analysis of the recent higher resolution LiDAR watershed map to:
 - i) better understand the influence of ephemeral streams and climate change impacts on watershed hydrology,
 - ii) identify unmapped barriers including positive and negative impacts of beaver to fish passage and groundwater infiltration,
- Build a habitat suitability/priority model for Atlantic Salmon in the Meduxnekeag River Sub-basin as recommended in US Army Corps of Engineers Wolastoq (St. John River) Watershed Assessment and Management Study - Meduxnekeag Sub-basin March 2022.
- Assist with planning, justification, and scientific backing for development of tribal fish hatchery development for the purpose of restoring wild stocks of key species that in turn support tribal sustenance, recreation, and cultural values.

- Assist Maine Department of Inland Fisheries & Wildlife (MDIFW) and Maine Department of Marine Resources (MDMR) staff to fill gaps in species habitat models and presence/absence (e.g. river herring, sea lamprey, American eel, and invasive species such as large and small-mouth bass, and zebra mussels).
- Work /mentor with The Nature Conservancy (TNC) staff to identify and address other data gaps necessary for effective fish passage prioritization.
- Support, as needed, addressing state and federal environmental permitting processes and procedures.
- Support HBMI's Environmental Planner with overall management of the project with the expectation that the Fisheries Biologist will eventually lead the Tribe's watershed restoration activities in the region.