

**Sitka Tribe of Alaska**  
Resource Protection Department  
Job Description  
**TITLE: Weir Technician I**

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**Reports to:** Fisheries Biologist  
**Prepared by:** Fisheries Biologist  
**Approved by:** General Manager  
**Date:** March 14, 2019

**Compensation:** \$18.00/hr  
**Dates:** June 17, 2019 – September 13, 2019  
**Benefits:** No  
**Closing Date:** April 26, 2019

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**I. SUMMARY:**

The Sitka Tribe of Alaska is seeking a Weir Technician I to assist with its fisheries program. The incumbent's primary duty will be staffing STA's sockeye salmon monitoring project at Klag Bay. The Weir Technician will operate a remote sockeye weir, collecting data on salmonids and ensuring safe working conditions for all crew members. The incumbent must be comfortable working safely in brown bear habitat, hiking, boating, flying in floatplanes, and handling firearms. Crew members must also record accurate data and report data to managers daily. The Weir Technician I will work at Klag Bay for approximately ten days consecutively, living in an administrative cabin with one or two other crew members. When not at Klag Bay, the Weir Technician I will assist with shellfish biomass surveys, wetlands monitoring and assessments, shellfish biotoxin testing, and traditional foods harvest and distribution. The position is not benefitted, but is eligible for overtime and holiday pay. A food stipend is provided for any field work requiring overnight stays.

**II. ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Work safely in all weather conditions in a remote field environment in brown bear habitat
- Enumerate salmonids by species and collect age, sex, and length data
- Conduct mark-recapture surveys
- Build, maintain, and break down picket weir and field camp
- Record, check, and report data to fisheries biologist and US Forest Service daily
- Travel by boat and float plane; maintain small skiff
- Assist in outreach and education activities
- Assist with shellfish biomass surveys
- Assist with monitoring and assessment of wetlands
- Assist in Traditional Foods Program harvest and distribution
- Assist with routine lab work, such as processing shellfish samples
- Attend and participate in STA staff meetings and events
- Other duties as assigned

**III. MINIMUM QUALIFICATIONS:**

**Education and/or experience:**

- At least 18 years of age, high school graduate
- One year experience collecting environmental field data in remote settings preferred
- Bachelors degree (or current college student) in environmental science, biology, fisheries management, or similar preferred

**Experience, knowledge, skills and abilities:**

- Experience working safely in moving water and in brown bear habitat
- Ability to work as part of a team with minimal supervision

- Strong interpersonal and conflict resolution skills
- Strong attention to detail and good record-keeping
- Ability to follow established data collection protocols
- Effective written and oral communication
- Basic boat operating and maintenance
- Ability to operate and maintain 12-gauge pump-action shotgun and bear spray
- Ability to lift 55lbs. and hike six miles with day pack
- Ability to live and work in remote location
- Ability to incorporate the environmental concerns of Tribal Council and its citizens to accomplish long-range environmental goals and objectives

#### **IV. PREFERENCE**

Tribal Native preference in hiring applies as outlined in the STA Hiring Policy and Procedure and the STA Employee Handbook.

#### **V. Non-Exempt Employee Status:**

As a non-exempt employee, the Weir Technician is eligible for over-time (1.5 times the hourly rate) for any work over 40 hours per week. The incumbent candidate can expect to work 40 – 50 hours per week. Greater than 50% of the candidate's time will be spent in the field. This is a temporary appointment that will last from late June into September. The position does not offer any relocation funds.

#### **VI. Drug and Alcohol Free Workplace**

This position is required to comply with Sitka Tribe of Alaska's Drug and Alcohol Free Workplace Ordinance. This position therefore is subject to drug and/or alcohol testing if the immediate supervisor has reasonable suspicion that the employee has reported to work under the influence of a prohibited drug used unlawfully or under the influence of alcohol. Additionally, field-going staff are subject to STA's field worker policies which prohibit use of alcohol or drugs during a field assignment.

#### **VII. Criminal Background Check.**

This position requires full compliance with the STA Criminal Background Check ordinance. All candidates for this position must consent to a criminal history record check, submit fingerprints and submit a supplemental employment application. The individual who holds this position is required to report any violation of a criminal statute within one working day of the charge or conviction to the individual's immediate supervisor. No individual may fill this position who:

- Who has been convicted of, pled guilty or no contest to, or has a current pending charge of, a felony;
- Who has been convicted of or pled no contest to a misdemeanor domestic violence offense;
- Who has been convicted of any crime involving a sexual offense;
- Who is subject to a court order issued after a hearing which restrains him or her from harassing, stalking, or threatening an intimate partner or child;
- Who has been dishonorably discharged from the armed forces;
- Who has a criminal record indicating that the individual is an unlawful user of a controlled substance.

Approved by:

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Received by:

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