

**CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD NATION  
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PABLO MT 59855  
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PERSONNEL OFFICE FAX: 406-226-2562  
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**\*\*\*\*VACANCY ANNOUNCEMENT\*\*\*\***

**TITLE:** Restoration Ecologist

**LOCATION:** Division of Engineering & Water Resources (DEWR)  
Water Compact Office – Ronan, MT  
Natural Resources Department

**SALARY:** \$32.30 to \$37.13 per hour

**CLOSING DATE:** Thursday, March, 28th, 2024 @ 5:30 p.m.

**SPECIAL CONDITIONS:**

This is not a Testing Designated Position (TDP) within the definition of the CSKT Drug Testing policy. **The successful applicant, if not already employed by the Tribes, must pass a pre-hire drug test and serve a mandatory six (6) month probationary period.**

The Restoration Ecologist is a full-time position working in the Tribes' Natural Resources Department within the Division of Engineering and Water Resources. This position works under the direct supervision of the Restoration Program Manager. This position is responsible for various field and office functions to support revegetation and restoration initiatives related to implementation of the CSKT-Montana Compact.

**Duties include, but are not limited to, the following:**

- Conducts and/or directs assessments and surveys, and ensures QA/QC of data, for efforts such as vegetative community condition and potential, wetland, riparian, and grassland assessments and classifications according to standardized methods, Stream Surveys, and documenting progress toward restoration goals.
- Acts as a project lead on wetland delineations and stream surveys from field preparation, data collection and processing, to report production.
- Is actively involved in the implementation of revegetation and restoration projects, including site preparation, weed control, hand planting, plant salvage and planting, seeding, bioengineering, and other activities such as fertilizing, mulching, and seed collection.
- Conducts or oversees all aspects of ecological restoration and revegetation projects, including assessment, planning, design, sequencing, project management and oversight, implementation, monitoring, and reporting to ensure successful restoration outcomes for projects related to Compact Implementation.
- Coordinates work of contract and Tribal work forces completing revegetation and restoration projects, as directed by the Program Manager.
- Develops noxious weed management plans and conducts weed monitoring for specific projects.
- Develop standard, site appropriate seed mixes and plant revegetation lists tailored to habitat types.

- Completes post-restoration monitoring and reporting activities to evaluate project success in meeting design objectives and adapts specifications based on monitoring feedback and learning.
- As part of integrated teams, works closely and collaboratively with other environmental specialists, engineers, project managers, and regulatory specialists to execute projects effectively and efficiently.
- Prepares map and figure exhibits.
- Completes word processing, spreadsheet and database entry, spatial analysis, and data management to complete work responsibilities.
- Works closely with Tribal Natural Resources and Preservation Departments, and both Tribal Culture Committees, to develop culturally-informed restoration projects, as directed; maintains confidentiality of sensitive cultural information, as directed by the Culture Committees and TPD.
- Is responsible for the use, care, repair, storage, and inventory of program equipment.
- Provides construction oversight for restoration projects, research and technical writing to support NEPA documents, and manages contracts, as directed.
- Performs other duties as assigned.

### **MINIMUM QUALIFICATIONS (AS REFLECTED ON THE TRIBAL EMPLOYMENT APPLICATION)**

- Two pathways: Masters of Science or Masters of Arts degree in Restoration Ecology, Botany, Biology, Geomorphology, Environmental Science, Landscape Architecture, or a closely related field and two (2) years of relevant professional-level experience, **OR** a Bachelor of Arts or Bachelor of Science degree in the above fields and five (5) years of relevant professional-level experience.
- Specific knowledge of plant reestablishment techniques, specific knowledge of wetland and riparian restoration techniques, professional knowledge in developing revegetation and restoration plans and specifications, and general understanding of construction techniques.
- Specific knowledge of Montana plant communities, invasive species, and integrated pest management theories and techniques, and familiarity with Tribal, State and Federal laws and regulations that apply to restoration projects.
- Proficiency in the use of software applications including spreadsheet analysis, geospatial analysis, and skill with the Microsoft Office Suite and associated operating system.
- Skills with detail-oriented field data collection and inventory procedures, data organization, data input, and data reporting.
- Strong communication skills including written and verbal aptitude, and communication via various digital media.
- Must have a valid driver's license.

### **❖ FAILURE TO SUBMIT ALL OF THE INFORMATION BELOW WILL RESULT IN DISQUALIFICATION DURING THE SCREENING PROCESS.**

#### **SUBMIT:**

1. Completed Tribal employment application.
2. Copies of relevant academic transcripts and/or training certificates.
3. Copy of a valid driver's license.
4. Proof of enrollment from a federally recognized Tribe if other than CSKT.
5. If you are claiming Veterans Preference, a copy of the DD214 must be submitted with the application.

**SUBMIT ALL OF THE ABOVE TO:** Personnel Office, P.O. Box 278, Pablo MT 59855, Telephone 406-675-2700 Ext. 1040.

**FOR MORE INFORMATION:** Contact - Tabitha Espinoza, Environmental Restoration Program Manager @ 675-2700 Ext. 7238.