

# BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

---

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

**Job Title: Wetland Specialist**

**Department: Mashkiiziibii Natural Resources**

**Hourly Rate: \$16.00-\$21.00 (DOQ)**

**Full Time: 40Hrs/Week**

**Exempt: No/Hourly**

**Supervisor: Water Resources Specialist**

Posting Date: In-House

Opens: February 24, 2021

Closes: March 2, 2021, at 4:30 pm

Posting Date: Public

Opens: March 3, 2021

Closes: March 17, 2021, at 4:30 pm

**Posting Date: Public**

**Opens: April 27, 2021**

**Closes: Open Until Filled**



---

**Summary:** The Wetland Specialist will be responsible for facilitating the wetland objectives of the Water Resources Program. This position is a full-time position (40hrs/wk.), is non-exempt (or hourly), and is subject to funding on an annual basis. The objectives for this position are aligned with the wetland goals stated in the Tribe's Integrated Resources Management Plan to protect surface waters and improve the quality of the wetland resources on the Bad River Reservation.

**Essential Duties and Responsibilities** include the following.

- Implementing the Tribe's Wetland and Watercourse Protection Ordinance, Wetland Mitigation Plan, and Wetland Conservation Plan.
- Conducting site visits, completing wetland delineations and concurrences, issuing permits, and coordinating with the Army Corps of Engineers on wetland regulatory issues such as violations and wetland mitigation plans.
- Participating in the planning of development projects and timber harvests to avoid and minimize the impacts on the wetlands and water resources.
- Conducting water quality monitoring, biological monitoring, and vegetative assessments of the wetland resources on Reservation or connected to Reservation waters.
- Conducting wetland inventories and assessments and incorporating these into the MNRD GIS database.
- Assisting in updating Quality Assurance Program Plans, Standard Operating Protocols, and other water-related plans.
- Writing reports as required by the Tribe and by federal and other funding agencies.
- Preparing grant applications to obtain additional funding to implement wetland projects.
- Implementing outreach activities on relevant topics for the community, including youth.
- Supervising seasonal Natural Resources Aides working with the Water Resources Program.
- Implementing other projects aligned with wetland objectives or other objectives of the Water Resources Program or MNRD; and,
- Performing other duties as assigned by supervisor and/or Natural Resources Director/Deputy Director.

**Qualification Requirements:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Education and/or Experience:**

**Required:**

- B.S. degree in Biology, Wetland Management, or a related field OR a minimum of 4 years of relevant wetland work experience

**Preferred:**

- M.S in Wetland Management or relevant field.

**Other Skills and Abilities:**

**Required:**

- Must possess and maintain a valid driver's license and meet eligibility requirements for Tribal Insurance for the duration of employment.
- Demonstrated knowledge of wetland ecology (may require transcripts or other training documents)
- Knowledge of wetland nutrient dynamics within a variety of different wetland types and across a range of environmental gradients
- Skilled in the use of GIS (ArcMap or ArcPro)
- Proficiency with equipment utilizing GPS technology and cloud-based data storage.
- Proficient in Microsoft Office, especially Word, Excel, and PowerPoint.
- Must be self-motivated, trustworthy, dependable, willing to occasionally work long hours to meet deadlines.

**Preferred:**

- Familiar with federal wetland laws (Clean Water Act Section 404) and federal wetland rules (Waters of the US, Navigable Waters Protection Rule)
- Training and experience conducting wetland delineations.
- Ability to identify wetland plants in a field setting.
- Experience with wetland macroinvertebrate sampling and identification.
- Able to swim and operate motorized boats and ATVs safely.
- Previous experience in grant writing, report writing, and managing budgets.
- Familiarity and experience with tribal communities and/or Native American issues

**Background Check:**

This position is contingent on the required ability to pass a Bad River caregiver background check when working with children and/or the elderly.

This position requires a driver check, to meet eligibility for tribal insurance.

**Language Skills:**

Excellent speaking and writing skills.

**Reasoning Ability:**

Ability to work under pressure or stressful conditions.

Ability to work with minimal supervision.

**Physical Demands:** The physical demands described here are representative of those that must meet by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Must be physically able to perform all job duties. Walking, standing, bending, stooping, and occasional lifting up to 30lbs and/or carrying for distances required for fieldwork.

**Work Environment:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This position is subject to inside and outside work sometimes in inclement environments including hot buggy, and remote areas.

**Drug-Free Workplace in accordance with the Drug Free Workplace Act of 1988, P.L. 100-690 and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.**

**Send Application and Resume To:**

**Bad River Tribe**

**Attn: Human Resources**

**P.O. Box 39**

**Odanah, WI 54861**

<http://www.badriver-nsn.gov/>

**Application material may also be emailed to:**

[HRmanager@badriver-nsn.gov](mailto:HRmanager@badriver-nsn.gov)

[HRassistant@Badriver-nsn.gov](mailto:HRassistant@Badriver-nsn.gov)