JOB DESCRIPTION

CLASS TITLE: Range Conservationist I  CLASS CODE: 03-124  PAY RANGE: 23
DEPARTMENT/PROGRAM: Natural Resource Department, Range Program
REPORTS TO: Land Operations Officer
SALARY SCALE: Range Conservationist I - $34,257.60 – 48,172.80 (5% reduction for 90 day probation period)

BASIC FUNCTIONS:

Directs development of individual range management plans for range units with a strong emphasis on Integrated Resource Management Plan (IRMP) in cooperation with range staff, permittees and IRMP teams on the Colville Indian Reservation. Conducts this work in such a way that livestock operators fully understand the principle of range sites, range conditions, plant growth requirements and livestock management plans. Supervises preparation of grazing permits, distribution of rental payments, reviews permits to ensure compliance with terms of awards, bonding requirement, range management plans, and special requirements for specific units. Assists the Range Manager in establishing unit boundaries, stocking rates, class of livestock and seasons of use on 700,000 acres of rangeland. Advises the Range Manager, Tribal Council, Indian land owners, and livestock operators, on the basic principles of range management, laws and regulations, and policies governing management of Indian lands. Develops and directs the range monitoring plan to determine the adequacy of budgets and program funds allocated for range management purposes and is also responsible for proper expenditures of such funds in accordance with approved budget. Incumbent will serve as a member of the Burned Area Emergency Rehab (BAER) team member as needed.

SUPERVISION RECEIVED:

The incumbent will be a self-initiator and will receive minimal supervision by Land Operations Officer.

SUPERVISION EXERCISED:

Incumbent will supervise Range Technicians/Range Riders and other funded projects in performing data inventory functions and installation of the various watershed restoration projects being implemented on the Colville Reservation. These are projects with responsibility of compliance and seeing that the job is completed according to technical specifications.

REPRESENTATIVE EXAMPLES OF WORK:

- Represents the Range Program on the IRMP team and responsible for Environmental Assessments (EA’s) on assigned projects.
- Gather, organize and analyze data and inventory used in writing technical reports pertaining to watershed and reservation-wide management plans. Incumbent will be responsible for writing the range portion of the IRMP.
- Prepares technical range management plans for range units utilizing soil, range survey data, knowledge of permittees operations, and of range areas in which they operate. Works with livestock operators and Tribal Natural Resources specialists in developing these management plans and range improvement plans.
- Work with permittees when developing range management plans. Work with permittees and the public in understanding range management issues and to create solutions to range management issues.
Range Conservationist I

Page 2

- Makes range utilization checks, mapping estimated degrees of use and recommending necessary adjustments.
- Obtains data on water developments, fences, salting practices and other improvements needed for proper range use. Determines location of such improvements based on need and feasibility.
- Work with Natural Resource Conservation Services (NRCS) representatives in management and implementation of various NRCS watershed Environmental Quality Incentive Program (EQIP) grants and projects on the Colville Reservation. Prepares Request for Proposal’s (RFP’s) for contract work, and monitor and inspect completed work for adherence to technical specifications. Prepares reports as required by NRCS Office to maintain compliance with various grants and contracts.
- Creates and develops range utilization and inventory databases and map indexes.
- Be able to use GPS/Arc View programs and download information onto computer and have basic computer skills.
- Provides assistance to Tribal programs upon request when developing management plans such as; Fire Rehabilitation plans, Watershed Protection plans, and the Tribes overall IRMP.
- Serve on the BAER team to develop intensive management strategies for range land damaged by wildfires, which may require you to work extended hours, weekends or as work indicates or as needed.
- Participates in the Project, Proposal, and Planning (3P’s) process in dealing with the best management practices for projects being proposed on the reservation.

MINIMUM QUALIFICATIONS:

- Bachelor of Science Degree in the field of Range Management or closely related field. OR

RECRUITING INDICATORS:

- Must be able to recognize in detail, different degrees of use on range vegetation that requires knowledge of plant species.
- Knowledge and experience working with Geographic Information Systems (Arc View) and TAAMS software.
- Ability to write range management plans and prepare technical reports.
- Demonstrated ability utilizing computer and data base programs.
- Incumbent must possess ability to work with both Indian and non-Indian people in order to successfully promote an effective Range Program.
- Must have knowledge of range land management techniques and be able to provide assistance to all Reservation landowners, livestock owners and Agency branches on all Range Program matters.
- Ability to communicate clearly and concisely both verbally and in writing.
- Be able to work closely with co-workers, outside agencies, the general public and Tribal Programs.
- Ability to work with minimum supervision.

SPECIAL REQUIREMENTS:

- Must be in good physical condition. The job requires traversing all types of terrain on foot, climbing fences, and the operation of technical instruments often in a variety of weather conditions.
- Must be able to participate in wild land suppression situations, and pass the firefighter Pack Test at the moderate/arduous level, serve in whatever capacity incumbent is qualified for, which may require you to work extended hours, weekends or as work indicated or as needed.
- Must possess and maintain a valid Driver’s License and be eligible for the Tribes’ vehicle insurance.
May require pesticide applicators license, when requested.
Must successfully clear a federal and tribal background investigation with no record of theft or convictions of violation of any of the Tribal Range Codes. Appointment will be subject to the applicant's successful completion of a background security investigation and favorable adjudication. Failure to successfully meet these requirements will be grounds for termination. Must maintain through duration of employment.

Note: This position has been identified as a “Safety Sensitive” position. Pursuant to CCT policies, this position is subject to pre-employment, post accident, and random drug testing.

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Employee Signature

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Supervisor Signature

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Personnel Manager

Original: Personnel
Copy: Employee
          Program