

The Nez Perce Tribe is recruiting six fisheries research positions open to all qualified candidates (in-house and general public). Please contact Jason Vogel (jasonv@nezperce.org; 208.621.3602) with questions about the positions. The official announcements, application form, and application instructions are posted [here](https://nezperce.org/contact/employment/) (<https://nezperce.org/contact/employment/>).

1. The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL I - FISHERIES RESEARCH EVALUATIONS BIOLOGIST I [HR-25-175] (Full-time/Orofino).**

Duties include coordinating field operations; supervising field crews as needed; collecting, compiling, and conducting QA/QC of environmental and fish data; and operating and maintaining adult and juvenile fish traps, weirs, boats, telemetry and remote monitoring equipment, and other field gear. Responsibilities also include seining, data management, analysis, and preparing written reports and presentations, as well as maintaining field sites, equipment, and vehicles, performing laboratory work, and other duties as assigned. Applicants must hold a bachelor's degree in fisheries or a related field (experience cannot substitute for the degree). Technical experience and demonstrated leadership experience are preferred. Candidates must be mechanically inclined, have strong written and verbal communication skills, and be proficient with spreadsheets, databases, and analysis software. Please provide a cover letter, resume, college transcripts, and three (3) letters of reference. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 17) Starting wage of \$25.98 per hour and higher DOE.**

2. The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL I - FISHERIES RESEARCH EVALUATIONS BIOLOGIST I [HR-25-176] (Full-time/Joseph, OR.).**

Duties include coordinating field operations; supervising field crews as needed; collecting, compiling, and conducting QA/QC of environmental and fish data; and operating and maintaining adult and juvenile fish traps, weirs, boats, telemetry and remote monitoring equipment, and other field gear. Responsibilities also include seining, data management, analysis, and preparing written reports and presentations, as well as maintaining field sites, equipment, and vehicles, performing laboratory work, and other duties as assigned. Applicants must hold a bachelor's degree in fisheries or a related field (experience cannot substitute for the degree). Technical experience and demonstrated leadership experience are preferred. Candidates must be mechanically

inclined, have strong written and verbal communication skills, and be proficient with spreadsheets, databases, and analysis software. Please provide a cover letter, resume, college transcripts, and three (3) letters of reference. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 17) Starting wage of \$25.98 per hour and higher DOE.**

3. The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL I - FISHERIES RESEARCH EVALUATIONS BIOLOGIST I [HR-25-177] (Full-time/McCall, ID.).** Duties include coordinating field operations; supervising field crews as needed; collecting, compiling, and conducting QA/QC of environmental and fish data; and operating and maintaining adult and juvenile fish traps, weirs, boats, telemetry and remote monitoring equipment, and other field gear. Responsibilities also include seining, data management, analysis, and preparing written reports and presentations, as well as maintaining field sites, equipment, and vehicles, performing laboratory work, and other duties as assigned. Applicants must hold a bachelor's degree in fisheries or a related field (experience cannot substitute for the degree). Technical experience and demonstrated leadership experience are preferred. Candidates must be mechanically inclined, have strong written and verbal communication skills, and be proficient with spreadsheets, databases, and analysis software. Please provide a cover letter, resume, college transcripts, and three (3) letters of reference. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 17) Starting wage of \$25.98 per hour and higher DOE.**
4. The Department of Fisheries Resource Management is recruiting for: **TWO (2) PROFESSIONAL V - FISHERIES RESEARCH SCIENTISTS [HR-25-178] (Full-time). May be stationed in Sweetwater, ID; Orofino, ID; McCall, ID., or Joseph OR, depending on program needs.** The Research Scientist will play a key role in advancing research, monitoring, and evaluation of salmon, steelhead, coho, sockeye, and lamprey populations across the Snake River Basin. As part of a small, collaborative team, the successful candidate will apply advanced statistical, modeling, and data management

expertise to address complex fisheries management questions and inform Tribal conservation strategies. Primary responsibilities include compiling, standardizing, and analyzing fisheries data; conducting statistical and spatial analyses; developing population models and sampling designs; and building reproducible analytical workflows in R and/or Python using Git and GitHub. The Research Scientist will develop and maintain data management systems and web applications using SQL databases and API endpoints, prepare technical reports, management briefings, and peer-reviewed manuscripts, and provide technical review of reports and proposals. The position will also support cross-divisional analyses related to supplementation, hydro-system impacts, and habitat effectiveness; contribute to grant and proposal development; and represent the Nez Perce Tribe in regional research, monitoring, and evaluation forums. A bachelor's degree in a related field is required (Master's preferred), with five (5) years of related professional experience (or three years with a Master's degree) and two years of supervision experience. Please provide a cover letter, resume, college transcripts, and three (3) letters of references. Class/job description is available through the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 22) Starting wage of \$33.35 per hour and higher DOE.**

5. The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL V - FISHERIES DATA MANAGEMENT PROJECT LEADER [HR-25-179] (Full-time/Sweetwater, ID.)**. Responsible for implementing, maintaining, and repairing Research Division databases, including oversight of the Division's centralized database management system (CDMS), monitoring performance and capacity, managing and developing data flows to integrate internal and external resources, and planning for future expansion. The role includes development and implementation of data management and website applications using Microsoft SQL Server, JavaScript, C# web services, and API endpoints, as well as management of Git version control software and remote GitHub repositories to support collaborative workflows. Responsibilities also include maintaining and operating the Fisheries website to visually publish summarized data from internal and external sources, coordinating with all Fisheries departments to efficiently store and publish pertinent data, and collaborating with external partners such as the Columbia River Inter-Tribal Fish Commission, StreamNet, FINS, and RMIS to support data sharing in line with contractual obligations and Tribal objectives. The position also involves managing Division budget data and analysis, supervising and training staff as needed,

and requires excellent written and verbal communication skills along with proficiency in spreadsheets, databases, and analysis software. This position is Grade 22, with a starting wage of \$33.35 per hour or higher depending on experience. A bachelor's degree in a related field is required (Master's preferred), with five years of related professional experience (or three years with a Master's degree) and at least two years of supervision experience. Please provide a cover letter, resume, college transcripts, and three (3) letters of reference; incomplete application packets will not be considered. Class/job description is available through the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 22) Starting wage of \$33.35 per hour and higher DOE.**

Shane Vatland, PhD

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