



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: ESA Manager /Policy Analyst

OPEN: February 17, 2022

CLOSES: April 04, 2022

EXEMPT: Yes

JOB CODE:

SALARY: (11/12) \$33.18-\$42.74/hr. DOE

DIVISION: ESA

SHIFT:

DEPARTMENT: Natural Resources

LOCATION: Tribal Administration

SUPERVISOR: LNR Director

DURATION: Regular Full-Time

VACANCIES: 1

JOB SUMMARY: The ESA Manager/ Policy Analyst provides leadership and management of the Lummi Natural Resources (LNR) Endangered Species Act (ESA) Division, and coordination, policy analysis support and recommendations to Lummi Nation policy representatives to achieve the Lummi Indian Business Council (LIBC) interim goal of mid- 1980's salmon harvest towards a moderate living from fishing. The incumbent will coordinate technical and policy staff within the department to develop, facilitate, and implement Lummi Nation's strategies (habitat, harvest, hatcheries, hydro) to provide a sustainable abundance of harvestable salmon to meet the treaty reserved right.

This is an exempt position that serves as a senior staff natural resource specialist and division manager. A division manager is assigned projects that are a high priority for the department and supervises, trains, and mentor's junior staff.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. Manage the ESA Division including development of strategic short and long-range plans, programs, goals, performance measures and objectives, budget planning and administration, reporting and staffing.
2. Coordinate with LNR Salmon Enhancement, Water Resources, Fisheries Harvest, Stock Assessment, Restoration and Timber Fish and Wildlife (TFW) divisions and policy staff to ensure hatchery production, harvest strategies, and salmonid restoration goals and objectives are harmonized to protect and maximize Lummi treaty right harvest opportunities.
3. Coordinate with LNR Division Managers to ensure for an all-H (Habitat, Hatchery, Harvest, Hydro) approach to meet Lummi's harvest goals in a coordinated and scientifically defensible manner. Ensure that management plans and processes at the local, tribal, state, and federal levels such as the WRIA 1 Salmon Recovery Plan, Puget Sound Partnership Action Agenda, Hatchery Genetic Management Plans (HGMPs), Chinook Resource Management Plan, List of

Agreed Fisheries (LOAF), and other ESA related technical information and policies support Lummi salmon harvest objectives.

4. Participate as technical staff in processes involving the recovery of salmonids under the ESA including Evolutionary Significant Unit (ESU) wide meetings of the tribes, federal, state and local agencies. Propose and draft meeting talking points and responses for the review and approval of Lummi policy bodies, and advocate for the Lummi Tribal interests. Includes, but is not limited to, attending the following meetings as needed:
 - Local - WRIA I meetings
 - Tribal - Northwest Indian Fisheries Commission (NWIFC)
 - State - Puget Sound Partnership, Washington State Department of Fish and Wildlife (WDFW), Washington State Department of Ecology (DOE), Washington State Department of Natural Resources (DNR) Tribal Co-management Council
 - Federal - National Oceanic and Atmospheric Administration (NOAA), as needed Pacific Salmon Council (PSC), Pacific Fisheries Management Council (PFMC)
5. Coordinate and serve as lead policy analyst and writer of Lummi Nation strategic plans that address ESA and Marine Mammal Protection Act (MMPA) listed species of concern to Lummi Nation. Species of concern include, but are not limited to Nooksack Early Chinook, Southern Resident Killer Whales, Bull Trout, Steelhead, Pinnipeds.
6. Supervise and support the LNR Outreach and Education program with Lummi Nation Schools (K-12), Northwest Indian College (NWIC), and the Whatcom County community.
7. Assume a lead role in the management and coordination of Lummi Natural Resources Department Climate Change strategic plan as it relates to salmon recovery. Coordinate climate change information within the LNR department and under the direction of the Director's Office.
8. Review and evaluate complex technical reports, and local, state, federal policies and make recommendations regarding salmon recovery opportunities to policy representatives.
9. Develop briefing materials, prepare, and present PowerPoint presentations for policy makers, elected officials or their staff members, professional conferences or workshops, grant funders, the general public, or other meetings.
10. Attend bi-weekly LNR Manager meetings, hold bi-weekly ESA Division meetings, and provide written reports to the LNR Director.
11. In consultation with the Natural Resources Department Executive Director and the Human Resources Department, hire staff members and manage performance including providing appropriate training, conducting regular performance appraisals, and administering corrective action if necessary.
12. Serve as lead grant writer and administer ESA Division grant funds. Develop and monitor yearly budget for the ESA Division in accordance with Title 28, and coordinate budget and expense allocation with the LIBC Finance/Grant Department. Develop grant proposals and administer awarded funds with budgets expended in an accurate and timely manner and reporting completed on time.

MINIMUM QUALIFICATIONS:

- Master's degree in fisheries or related natural resources field (e.g., native environmental science, ecology, zoology, geology, environmental biology, or policy, etc.) *preferred*.

- Bachelor of Science in fisheries or related natural resources field (e.g., native environmental science, ecology, zoology, geology, environmental biology, or policy) and 5 years of professional experience in natural resource management.
- 3 years of experience with federal, state, local, and tribal government and processes, and environmental and tribal law required and/or experience in salmon policy, administration, and management in the Pacific Northwest and knowledge of salmon harvest, hatchery, and habitat issues in Lummi's U&A, as related to the U.S. Endangered Species Act
- A PhD in fisheries, natural resource management or policy may substitute for the experience requirement.
- Must possess a valid Washington State Driver's License and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Experience working with tribes and a working understanding of Treaty Rights, the Boldt Decision and subsequent case law.
- Working knowledge of PNW fisheries research and recovery plans including local and regional salmon recovery, NOAA/NFMS ESA policies, Hatchery Genetics and Management Plans, Marine Mammal Protection Act.
- Knowledge of natural resource management; applicable environmental regulations; principles, practices, and methods of environmental science; field investigative techniques and data gathering and basic research; practices and methods of environmental problem solving; and environmental sampling methods and techniques.
- Ability to coordinate and facilitate meetings; have excellent oral and written communication skills, cultural sensitivity, empathy, and cooperative and collaborative problem-solving approach.
- Ability to analyze complex issues and present understandable conclusions to diverse audiences.
- Demonstrated ability to produce oral and written reports in a timely manner.
- Strong computer background with experience using word processing, spreadsheet, database, presentation software, and the internet.
- Supervisory experience
- Must maintain strict confidentiality at all times.

REQUIREMENTS:

- Must pass a writing skills test.
- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- Position requires Criminal Background Check.
- Pursuant to Lummi Code of Laws 17.02.020, must be at least 21 years of age, of high moral character and integrity, and never have been convicted in the Lummi Tribal Court or other court of a misdemeanor involving dishonesty or of a felony.
- Must be fully vaccinated for COVID-19 including two (2) doses of a 2-dose series, or one (1) dose of a 1-dose series, plus 14 days beyond the final dose prior to the start date

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobNow.php> or request by e-mail libchr@lummi-nsn.gov For more information

contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.