



JOB ANNOUNCEMENT

JOB TITLE: TFW Policy Coordinator/Analyst
SUPERVISOR: UCUT Executive Director
LOCATION: UCUT Central Office, Spokane, WA,
with Field Work in Eastern Washington
SALARY: DOQ/DOE - \$60,000-\$80,000 per year
STATUS: Full-Time, Fair Labor Standards Act Exempt
OPENING DATE: Tuesday, November 30, 2021
CLOSING DATE: Friday, December 31, 2021 – Open until filled.

APPLICATIONS MUST BE RECEIVED NO LATER THAN 4:00 P.M. ON THE CLOSING DATE.

SUMMARY OF POSITION: Serves as the Policy Coordinator/Analyst for three eastern Washington tribal participants in Washington State's Forests & Fish Adaptive Management Program (AMP). Responsible for active participation in the statewide AMP and serves as the UCUT representative at the Timber/Fish/Wildlife (TFW) Policy Committee.

DUTIES:

- Represent and advocate for the UCUT membership at The Timber/Fish/Wildlife (TFW) Policy Committee. Coordinate with the Tribal Forests and Fish/TFW staff in policy development and implementation regarding AMP related work. In addition, participates in and gives testimony to the Washington State Forest Practices Board.
- Assist the UCUT in analysis, development and implementation of policy, issues development, and research on watershed effects of timber management, including harvest within riparian zones, road density effects, fire, forest health, and impacts of forest practices to public resources including water quality and fish habitat.
- Engage the UCUT and relevant entities in developing policy positions and recommendations based upon science-based amendments to forest practices rules to strengthen protection of fish and wildlife habitats while also ensuring, when appropriate, the viability of the timber industry in Washington State.
- Coordinate the UCUT in the development, execution, and management of tribal-related work associated with the Forests and Fish Program and its 50-year Habitat Conservation Plan. This includes regular and routine reporting and communication with the UCUT and relevant tribal staff.
- As assigned, assist the UCUT in Washington and Idaho with forestry-related issues. These may include forest health issues, silvicultural prescriptions, tribal forest management, and prescribed burn implementation.
- Generate forestry, fish and wildlife-related projects, funding, and efforts that may include broader ecological analysis and scientific support that the UCUT can consider exploring as future opportunities arise and are identified by this position or by the UCUT and its member tribes.

MINIMUM REQUIREMENTS:

- Master's Degree in Forestry, Forest Ecology, Landscape Ecology, or related discipline, and minimum of five (5) years in applied management, or Bachelor of Science Degree and minimum of ten (10) years of experience in the field of natural resources.
- Experience developing, advocating for, and negotiating complex natural resource related policies.
- Experience with conflict resolution with an emphasis on being solution oriented, and strong interpersonal communication skills, including the ability to express ideas both orally and in writing.
- Strong background in managing inter-agency working relationships and contracts, preferably with Washington State natural resource agencies, federal fish and wildlife agencies, and northwest tribes.
- Experience/training in collaborative natural resource management, adaptive management, evaluation and monitoring of resources, water quality, and fisheries/wildlife ecology.
- Demonstrated knowledge of tribal rights and federal trust responsibilities to tribes regarding fish and wildlife both on and off reservations.
- Training and experience in riparian silviculture science and management.
- Experience in project initiation, technical writing, and preparation of proposals for project funding.
- Familiarity with Washington State Forest Practices Rules and their relationship to riparian habitat protection and water quality and policy issues.
- Working knowledge of the federal Endangered Species Act and the Clean Water Act.
- Demonstrated capability to independently manage a natural resources program, from budget management and coordination to securing ongoing funding and implementing plans.
- Strong computer skills, to include at a minimum: GIS analysis and Microsoft Office proficiency, including Word, Excel, Access and Outlook.
- Willingness and ability to work long hours and travel statewide in a science policy capacity.

APPLICATION PROCESS:

Submit cover letter with resume of relevant experiences and contact information for three (3) professional references to:

Upper Columbia United Tribes
Attention: Office Manager
25 W. Main Ave., Suite 434
Spokane, WA 99201
FAX: 509-209-2421
lori@ucut-nsn.org

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Applications will be ranked by a selection committee composed of the UCUT Executive Director and representatives of the UCUT with reservations in Washington State. Selected finalists will be interviewed in person by a designated selection committee, and references will be checked. Upon receiving recommendations from the selection committee, the UCUT Executive Director will make a final determination.

NOTE: It is the UCUT policy to be an equal opportunity employer and to hire individuals based on the individuals' qualifications for the job. In addition, the UCUT will grant preference in employment to qualified Indians. All other qualifications equal, an applicant will be given preference for prior service in any branch of the armed forces of the United States of America. This position is a non-civil service.

Once offered the position, the selected applicant must submit a valid (U.S.) State-issued Drivers License and is subject to a pre-employment drug test. After hire, the selected candidate will be evaluated at the end of a 90-day orientation period for regular employment status. During the 90-day period, employees will receive paid holidays and life insurance. Probationary employees will accrue Personal Time Off but will not be granted use of PTO until they achieve regular employment status.