

**PENOBSCOT NATION**  
TRIBAL ADMINISTRATION  
HUMAN RESOURCES



12 Wabanaki Way  
Indian Island, ME 04468  
TEL: (207) 817-7312

**JOB ANNOUNCEMENT:**

The Penobscot Nation is seeking applicants for the following position:

**OPENING DATE: September 15, 2021**

**CLOSING DATE: September 21, 2021**

**WILDLIFE TECHNICIAN (Long-term)**

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**JOB STATUS:**

**WILDLIFE TECHNICIAN (Long-term)**  
**Career Field/Category: Program Staff / B**  
**Pay Range: \$18.00 per hr.**  
**Term: 1-year**  
**Classification: Full Time, Seasonal**  
**(Grant funded, 1-year)**

**LOCATION:**

**Penobscot Nation**  
**NATURAL RESOURCES**  
**27 Wabanaki Way**  
**Indian Island, ME 04468**

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**BRIEF DESCRIPTION OF DUTIES:**

**SEE ATTACHED JOB DESCRIPTION**

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**QUALIFICATIONS REQUIRED:**

High School diploma or equivalent required. Associate's degree in Wildlife Biology, Management or Ecology preferred. However, an equivalent combination of education and experience that demonstrates ability and professional knowledge will be considered. Experience related to the management of black bears is required. Paddling experience on large bodies of water is required. Experience using atv's and snowmobiles is required. The ability to travel in remote areas during the winter is required. Excellent interpersonal, verbal and written communications skills required. Self-direction, organization, motivation and attention to detail required. Computer proficiency including data analysis, mapping and GPS units required. Ability to travel overnight within the state required. Current driver's License required. Applicant must be able to commit to the position for 9 months out of the year. Applicants who can start immediately will be given preference. Minimum of three (3) years of related experience in a related field is required. Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

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-Applications are available at the Human Resources Office located at 27 Wabanaki Way, Indian Island, ME 04468. Applications are available via email request at [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org), or on line at [www.penobscotnation.org](http://www.penobscotnation.org) or call 207-817-7312 to request applications be sent to you.

-Submit completed application on or before closing date to:

Attn: Penobscot Nation Human Resources  
mailing: 12 Wabanaki Way, Indian Island, ME 04468  
physical location: 27 Wabanaki Way, Indian Island, ME 04468

## **Job Description**

**Job Title:** Wildlife Technician (Long-term)

**Department:** Natural Resources

**Reports To:** Big Game Wildlife Biologist

**Pay Range/Category:** \$18.00 per hour

**FLSA Status:** Seasonal (1-year), Full-time

### **JOB SUMMARY:**

The Wildlife Technician collaborates with the Big Game Wildlife Biologist to assist with data collection and entry, and to work with other DNR staff when necessary to assist them in protecting and managing the Penobscot's wildlife resources. \$18/hr. This position is funded for 1 year.

### **ESSENTIAL DUTIES/RESPONSIBILITIES:**

- ❖ Plan and communicate logistics for fieldwork with Tribal interns
- ❖ Install and monitor hair traps and remote cameras
- ❖ Collect habitat data, including bear foods
- ❖ Ensure the accurate collection of data from all trap sites
- ❖ Organize video from trap sites and enter hair trap and camera data into a project database
- ❖ Assist in trapping bears, collecting morphological data and biological specimens, and fitting bears with radio-collars (pending approval for 2021).
- ❖ Conduct winter tick surveys during the Fall on all Tribal Lands.
- ❖ Count winter tick samples in a laboratory setting.
- ❖ Conduct Common Loon surveys in Alder Stream, Mattamiscontis, and Matagamon on a weekly basis.
- ❖ Help Tribal Wildlife Biologist conduct Canada Lynx research on Matagamon during winter.
- ❖ Assists the Biologist in developing applicable reports on a timely basis as required for submission to the Tribal Chief and Tribal Council.
- ❖ Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- ❖ Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- ❖ Performs other related tasks, as requested.

### **KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS:**

High School diploma or equivalent required. Associate's degree in Wildlife Biology, Management or Ecology preferred. However, an equivalent combination of education and experience that demonstrates ability and professional knowledge will be considered. Experience related to the management of black bears is required. Paddling experience on large bodies of water is required. Experience using atv's and snowmobiles is required. The ability to travel in remote areas during the winter is required. Excellent interpersonal, verbal and written

communications skills required. Self-direction, organization, motivation and attention to detail required. Computer proficiency including data analysis, mapping and GPS units required. Ability to travel overnight within the state required. Current driver's License required.

Applicant must be able to commit to the position for 9 months out of the year.

Applicants who can start immediately will be given preference.

Minimum of three (3) years of related experience in a related field is required.

Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

**PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS:**

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, climb, pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must be physically fit and able to withstand various weather conditions.

The employee must occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Work is performed in both an indoor and outdoor setting; exposure to adverse weather conditions will be common.

***Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures***

***External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request.***