

**CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
PO BOX 278
PABLO, MT 59855
406-675-2700
PERSONNEL OFFICE FAX: 406-226-2562
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******VACANCY ANNOUNCEMENT******

TITLE: Bison Range Lead Maintenance Worker

LOCATION: Bison Range – Moiese, MT
Natural Resources Department
Division of Fish, Wildlife, Recreation & Conservation (DFWRC)

SALARY: \$18.39 to \$21.14 per hour - plus Benefits

CLOSING DATE: Thursday, May 9th, 2024 at 5:30 p.m.

SPECIAL CONDITIONS:

This is not a Testing Designated Position (TDP) within the definition of the CSKT Drug Testing policy. **The successful applicant, if not already employed by the Tribes must pass a pre-hire drug test and serve a mandatory six (6) month probationary period.** This position serves as the lead maintenance worker above all the furloughable maintenance workers and is responsible for assisting with the oversight/performance of maintenance activities on the Bison Range, such as equipment care and operation, fencing, roadwork, facilities and signage maintenance, and habitat management. Providing maintenance support for all field activities is an important role of this position. Working with bison, horses and big game species is a key and unique part of the duties. This position reports directly to the BR Maintenance Forman (BRMF), along with additional reporting to the BR Coordinator, or a designee in their absence.

DUTIES INCLUDE, BUT IS NOT LIMITED TO THE FOLLOWING:

- ❖ Assists the BRMF with supervision of the BR maintenance workers on daily tasks.
- ❖ Assists with supervising furloughable workers on various tasks involving the management, husbandry, health and welfare of a semi-wild herd of 350-450 American Bison.
- ❖ Assists with guiding workers with periodic field counts and inspections of bison and other wildlife to keep track of numbers, location and any health problems.
- ❖ Performs oversight work on water tanks and ponds for adequate supplies and function, inspects supply and condition of range forage, and puts out salt for the herds.
- ❖ Participates as a lead team member in moving bison around the range or to the capture corrals, this is done mainly on horseback or ATV in rugged terrain, occasionally in vehicles on flatter ground.
- ❖ Assists with leading the hazing of small groups or individual bison through a corral system in close quarters and working both on foot at ground level and from overhead catwalks.
- ❖ Restrains bison in a squeeze apparatus and assists with blood samples, pit tags applied or read, vaccinations and performance of other health procedures.
- ❖ Assists or leads the sorting transfer bison or sale bison into various holding pens by sex and age classes and the feeding and watering of penned animals.
- ❖ Uses a variety of tools and equipment such as stock trucks, horse trailers, saddles, riding tack, ropes, electric prods, squeeze chutes, syringes, meat saws, knives, firearms, scales, and hoists.

- ❖ Assists in the implementation of the BR integrated pest management program.
- ❖ Participates and assists the BRMF in supervision of workers in periodic direct reduction of excess deer and elk, including hunting, shooting, field dressing, skinning, cleaning and hanging dressed meat carcasses for delivery.
- ❖ Provides oversight on the inspection and maintenance of water troughs, irrigation ditches and pipes, ponds and stream bank protection work.
- ❖ Directs seasonal staff in mowing weeds, grass and pruning of trees and scrubs, helps supervise the clean-up work in picnic and high human use areas and along roadways.
- ❖ Assists with the directing hazardous tree removals and firewood gathering; occasionally assists in conducting prescribed burns for habitat management and in the control of wildfires.
- ❖ Maintains vehicle and equipment maintenance records and inventory of parts and supplies.
- ❖ Performs other duties as assigned.

MINIMUM QUALIFICATIONS (AS REFLECTED ON THE TRIBAL EMPLOYMENT APPLICATION)

- Required to have high school diploma or equivalent.
- Required to have a minimum of five (5) years of relevant work experience (ranching, building custodial/construction, natural resources fields) and at least two (2) years of specific supervisory or lead worker experience.
- Additional vocational training in facility maintenance, heavy equipment operation, basic carpentry, and/or college coursework in the natural resources or wildlife biology/management field is desired.
- Must have a valid Montana driver's license and eligible for a Montana CDL.
- Required to obtain online defensive driving training upon hiring and renewing every three years, along with obtaining and maintaining a current First Aid/CPR certification.
- This position requires an annual doctor's physical examination and a signed doctor's statement that the incumbent can perform all the physical tasks listed in this position description.
- May be required to pass a physical fitness standard test within ninety (90) days of entering on duty status and annually thereafter.
- Uniform and safety clothing will be required in all public and field situations.
- Incumbent will be required to submit to and pass a background investigation.

❖ FAILURE TO SUBMIT ALL OF THE INFORMATION BELOW WILL RESULT IN DISQUALIFICATION DURING THE SCREENING PROCESS.

SUBMIT:

1. Completed Tribal employment application (Resumes may be submitted but may not replace or supplement the official Tribal employment application).
2. Copies of academic transcripts and/or training certificates.
3. Copy of valid Montana driver's license.
4. Proof of Enrollment from a Federally recognized Tribe if other than CSKT.
5. If you are claiming Veterans Preference, a copy of the DD214 must be submitted with the application.

SUBMIT ALL OF THE ABOVE TO: Personnel Office, PO Box 278, Pablo MT 59855, Telephone 406-675-2700 Ext. 1040.

FOR MORE INFORMATION: Contact – Dan McClure, Chief-Fish & Game Program Mgr./Bison Range Coordinator at 406-675-2700 Ext. 7270.