

# BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

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CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

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**Job Title:** Wildlife Program Manager  
**Department:** Mashkiiziibii Natural Resources Department  
**Hourly Rate:** \$19.00 – \$25.00 (Depending on Qualifications)  
**Full Time:** 40 Hours/Week  
**Exempt:** No/Hourly  
**Supervisor:** Natural Resources Director  
**Posting Date:** In-House  
**Opens:** August 15, 2023  
**Closes:** August 22, 2023 at 4:30 pm  
**Posting Date:** Public  
**Opens:** August 23, 2023  
**Closes:** September 6, 2023 at 4:30 pm  
**Posting Date:** **Public**  
**Opens:** **November 8, 2023**  
**Closes:** **Open Until Filled**

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**Summary:** The Wildlife Specialist will be responsible for developing and maintaining wildlife survey and management capabilities within the reservation for the Bad River Tribe, as well as related involvements in the buffer zone around the Reservation. The Wildlife Specialist is responsible for supervising two full-time employees. The Wildlife Specialist is responsible for collaborating with state and federal agencies regularly, regarding threatened and endangered species. The Wildlife Specialist is also responsible for participating in bi-weekly working groups related to the protection of local wildlife and the habitat in which they live for the benefit of the seventh generation. This position and the other positions in the Wildlife Program are grant funded, are subject to funding on an annual basis, and one year of funding is secured.

**Essential Duties and Responsibilities** include the following.

- Supervise two full-time wildlife staff (Wildlife Technician and Ornithology Specialist).
- Develop strategies to assess and evaluate the status of on-Reservation wildlife resources.
- Provide recommendations for strategies to protect and enhance the on-Reservation wildlife resources.
- Incorporate GPS/GIS into various wildlife studies.
- Update and implement the Ma'iingan (wolf) Relationship Plan for the Reservation every 5 years (2024 will be the next update year);
- Provide comments/ feedback on proposed revisions and/or implementation of Wisconsin's Wolf Management Plan.
- Stay current on wildlife news, and policies, as well as state and federal listing statuses and avoidance policies.
- Provide oversight on the piping plover monitoring project led by the Ornithology Specialist; Conduct wolf studies, such as tracking, camera trapping, howl surveys, and scat analysis within the Reservation and buffer zone, while funding allows;
- Conduct wildlife surveys related to the current grant scope of works or tribal priorities (bat, beaver, muskrat, deer, wood turtle, amphibians, etc.)
- Prepare, submit, and manage grant/contract applications aligned with tribal priorities.
- Conduct educational and outreach activities on wildlife issues.
- Participate in the Lake Superior Partnership and Binational Program to implement the Lake Superior Lakewide Action and Management Plan (LAMP).
- Manage and analyze wildlife data as necessary.
- Prepare progress and technical reports for various wildlife and team projects.

- Collaborate with Natural Resources staff, other tribal staff, and external organizations (as appropriate) to complete the essential duties and responsibilities as described above.
- Participate in project reviews, - comment on possible impacts proposed projects may have on resident wildlife;
- Perform other duties as assigned by the direct supervisor and/or Natural Resources Director.

**Qualification Requirements:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

**Education and/or Experience:**

**Required:**

A Bachelor of Science degree in Wildlife Management or a related field.

Proficiency in collecting data with GPS units.

Supervisory experience (1-year minimum).

**Preferred:**

A Master of Science degree in Wildlife Management or a related field.

Demonstrated experience working with tribal communities and/or Native American issues.

Experience working with sensitive and/or confidential information.

Experience with federal, state, and tribally listed protected species along with avoidance policies and rules and regulations related to the Endangered Species Act.

Experience managing budgets and developing program work plans.

**Other Skills and Abilities:**

**Required:**

**This is a required driver position.**

Must possess a valid driver's license and meet eligibility for tribal insurance.

Must be able to perform moderate physical activity associated with fieldwork.

**Background Check:**

This position is contingent on the ability to pass the background check required. This position required for eligibility a required driver check, to meet eligibility for tribal insurance.

**Language Skills:**

Strong computer skills are required.

Grant writing experience is required.

Excellent oral and written communication skills are required.

Ability to participate in and/or lead meetings with state and federal agencies.

Familiarity with the Ojibwe language and culture is preferred.

Experience with ArcGIS preferred.

**Reasoning Ability:**

Must be self-motivated.

Must be able to work with minimal supervision.

**Physical Demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Must be physically able to perform all job duties, including fieldwork. Walking, standing, bending, stooping, and occasionally lifting to 25 lbs and/or carrying for short distances required. Subject to inside and outside environmental conditions and must be willing to work in adverse weather conditions, as necessary. Must be willing to work long hours occasionally to meet deadlines.

**Work Environment:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Subject to inside and outside conditions.

**Drug-Free Workplace in accordance with the Drug-Free Workplace Act of 1988, P.L. 100-690, and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.**

**Send Application and Resume To:**

**Bad River Tribe**

**Attn: Human Resources**

**P.O. Box 39**

**Odanah, WI 54861**

<http://www.badriver-nsn.gov/>

**Application material may also be emailed to:**

[HRmanager@badriver-nsn.gov](mailto:HRmanager@badriver-nsn.gov)

[HRassistant@Badriver-nsn.gov](mailto:HRassistant@Badriver-nsn.gov)