

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Ornithology Specialist
Department: Mashkiiziibii Natural Resources
Hourly Rate: \$17.00-\$20.00
Full Time: 40Hrs/Week
Exempt: No/Hourly
Supervisor: Wildlife Specialist
Posting Date: Public
Opens: October 22nd, 2026
Closes: November 13th, 2026 @4:30pm



Summary: The Ornithology Specialist will help build knowledge about Bineshiinhyag (Birds) of the Bad River Reservation and will lead projects for the protection of birds including serving as the project manager for the Piping Plover restoration project. This position is subject to funding on an annual basis, and one year of funding is secured. This position is non-exempt (or hourly).

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Project management including grant writing, managing budgets, development of project workplans, and preparation of progress and technical reports
- Review and comment on projects proposed within the external boundaries of the Bad River Reservation and coordinate avian projects within the Reservation as necessary
- Identify and monitor avian populations throughout the Reservation
- Maintain and build knowledge of avian ecology, behavior, and phenology
- Maintain and build traditional environmental knowledge (TEK) as it pertains to aves, and implement it in project strategies, educational outreach programming, etc.
- Serve as project manager and contact person for the Great Lakes Piping Plover Restoration Project on Chequamegon Point
- Supervise LTE Piping Plover Monitors and participate in their training
- Review and approve payroll and purchase orders for Piping Plover Monitors
- Provide Tribal government and community with updates on Piping Plover monitoring and restoration efforts
- Develop understanding of the role and importance of rice birds in the lifecycle of Manoomin (wild rice) and cooperate with Manoomin protection efforts
- Manage and analyze avian data to assess trends and strategy effectiveness
- Communicate on program progress through internal and external meetings, MNRD newsletter, website updates, and public presentations
- Coordinate outreach and educational events or presentations about avian species with the tribal community
- Performing other duties as assigned by the direct supervisor and/or Natural Resources Director or Deputy 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. Knowledge of the uniqueness of the Bad River Community and 7 Grandfather Teachings is preferred for this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:**Required:**

- Bachelor's Degree in ecology, biology, natural resources, or related field.
- Proficient in bird identification within this region including identifying bird calls and using binoculars and spotting scopes to identify species.
- At least one year experience in ornithology or related natural resources field.

Other Skills and Abilities:**Required:**

- Ability to work independently and as part of a team.
- Knowledge of birds of northern Wisconsin, their ecology, behavior, and threats.
- Proficiency with Microsoft Word and Excel.
- Strong organizational skills to effectively maintain and prioritize work load while managing several complicated projects simultaneously.
- Must be self-motivated, trustworthy, dependable, and willing to work long hours occasionally to meet deadlines.
- This position is a required driver position, and candidate must possess valid driver's license and meet eligibility requirements for coverage under the Tribe's Auto Insurance Policy.

Preferred:

- At least one year experience managing budgets and developing program workplans.
- Supervisory experience
- Experience monitoring and protecting avian species.
- Experience with grant writing and reporting.
- Experience working with tribal communities and/or Native American issues
- Experience operating boats and ATVs
- Experience creating and implementing outreach

Cultural Sensitivity: This position requires an understanding of and respect for Tribal traditions, customs, values, and the socioeconomic needs of the community. The employee must interact effectively and respectfully with Tribal Members, Native American communities, and partner organizations. Tact, courtesy, confidentiality, discretion, cultural awareness, and sound judgment are required when handling sensitive matters.

Background Check:

This position is contingent on the required ability to pass a Bad River caregiver background check when working with children and/or the elderly.

This is a required driver position, must possess a valid state driver's license, and adequate vehicle/liability insurance, and/or meet eligibility for Tribal insurance.

Language Skills:

- Excellent written, oral and presentation skills.

Reasoning Ability:

- The ability to work under pressure or stressful conditions
- The ability to interact with co-workers, the public, and clients with objectivity, empathy, respect, courtesy, and tact

Physical Demands: The physical demands described here are representative of those that must meet by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Must be physically able to perform all job duties. Walking, standing, bending, stooping, and occasional lifting up to 25lbs and/or carrying for short distances.

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 the essential functions. This position is subject to inside and outside work. The noise level may be moderate to loud.

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

HRassistant@Badriver-nsn.gov