



## TRIBAL PERSONNEL DEPARTMENT

# JOB ANNOUNCEMENT

**JOB TITLE:** Natural Resource Technician III – Wildlife Biologist  
**SUPERVISOR:** Habitat Manager  
**LOCATION:** Lac du Flambeau Tribal Natural Resource Department  
**POST DATE:** March 10, 2026  
**CLOSING DATE:** March 24, 2026

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**General Description:** The primary responsibility of this position is to complete natural resource projects as assigned by the supervisor. This position supports and implements projects within the Habitat, Great Lakes Restoration Initiative (GLRI), Water Resources, Forestry, and Wildlife Management programs. This is a hands-on, action- and results-oriented position that provides the opportunity to directly contribute to the health and well-being of the Great Lakes and the Lac du Flambeau Tribe.

**Qualifications:** Bachelor's degree in Biological Science, Wildlife Management, Ecology preferred, or 4 years of experience in related field. All applicants must show an understanding of Traditional Ecological Knowledge (TEK) and how to incorporate this knowledge in developing natural resource management plans and practices. Must show experience or knowledge of Tribal Governments. Must have a valid driver license and be insurable.

**Salary:** \$25.00-\$28.00/hr. depending on qualifications.

**How to Apply:** Submit your application for employment, and notarized release of information form by the deadline. Applications and detailed job descriptions can be located on our website [www.ldftribe.com](http://www.ldftribe.com) or are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department  
P.O. Box 67  
Lac du Flambeau, WI 54538  
715-588-3303  
Email: [hr@ldftribe.com](mailto:hr@ldftribe.com)

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy.

**Lac du Flambeau Band of Lake Superior Chippewa Indians  
Nonexempt Position Description**

**A. TITLE OF POSITION:** Natural Resource Technician III (Wildlife Biologist)

**B. DEPARTMENT:** Lac du Flambeau Tribal Natural Resource Department

**C. SUPERVISOR'S TITLE:** Habitat Manager

**D. DESCRIPTION OF DUTIES:** The primary responsibility of the Natural Resource Technician III (Wildlife Biologist) is to complete natural resource projects as assigned by the supervisor. This position supports and implements projects within the Habitat, Great Lakes Restoration Initiative (GLRI), Water Resources, Forestry, and Wildlife Management programs. This is a hands-on, action- and results-oriented position that provides the opportunity to directly contribute to the health and well-being of the Great Lakes and the Lac du Flambeau Tribe. Specific responsibilities include, but are not limited to, the following:

1. Develop the capacity of the Lac du Flambeau Tribal Natural Resource Department to comply with all aspects of Wildlife & Habitat, GLRI, Circle of Flight (COF), and Climate Resilience initiatives.
2. Evaluate the health of the Lac du Flambeau Reservation and surrounding ecosystems and assist with restoration efforts in coordination with the Program Manager.
3. Conduct a variety of wildlife and ecological surveys on the reservation.
4. Ensure continued compliance with all requirements of the GLRI, Climate Resiliency, and Circle of Flight programs.
5. Identify and prioritize restoration projects for the Lac du Flambeau Reservation.
6. Supervise field activities as needed to ensure safe, efficient, and timely completion of work, including oversight of Natural Resource Technicians, summer interns, and youth crews. Develop work plans in coordination with the supervisor.
7. Attend GLRI, Climate Resiliency, and COF-related meetings as required.
8. Participate in relevant trainings, which may require travel.
9. Promote Lac du Flambeau GLRI efforts through presentations to the community, Tribal Council, staff, public audiences, conferences, and professional meetings.
10. Conduct annual bird surveys at Powell Marsh and compile and manage associated data.
11. Conduct annual bat and amphibian surveys.
12. Assist the Habitat Manager with wolf management plan development and monitoring activities.
13. Utilize GPS and GIS technologies to develop and maintain databases for evaluating restoration activities.
14. Complete all required reports accurately and in a timely manner.
15. Operate and maintain heavy equipment as necessary to support field and restoration work.
16. Perform other related duties as assigned

**E. POSITION RELATIONSHIPS:**

1. **Internal:** Frequent contact with other program staff in the Natural Resource Department and contact with other Tribal Government Programs including Historic Preservation, Roads, Water and Sewer, Land Management, Planning, Accounting, GIS, and the Campground (BDC).
2. **External:** Frequent contact with BIA, Environmental Protection Agency (EPA), Natural Resource Conservation Service (NRCS), US Geologic Service (USGS), US Army Corps of Engineers (US ACE), WI Department of Natural Resources (WI DNR) and Fish and Wildlife Service. Also, frequent contact with tribal members, general public, LDF Town, Vilas/Iron/Oneida County, WI DNR, GLIFWC, UW Extension, Lake Associations, and environmental nonprofits.

**F. SUPERVISORY RESPONSIBILITIES:** None

**G. SUPERVISION RECEIVED:** Habitat Manager

**H. EDUCATION:** Bachelor's degree in Biological Science, Wildlife Management, Ecology of four years of experience in a related field

**I. EXPERIENCE:** Four years of experience in a related field. All applicants must show an understanding of Traditional Ecological Knowledge (TEK) and how to incorporate this knowledge in developing Natural Resource Management plans and practices. Must show experience or knowledge of Tribal Governments.

**J. SKILLS:**

1. Have or be willing to travel for chemical immobilization training.
2. Must have a valid driver license and meet eligibility under the Tribe's Auto Insurance Policy.
3. Must have an interest in protecting and enhancing the Natural Resources.
4. Ability to work as a team.
5. Comfortable working safely in the outdoors.
6. Able to learn how to identify aquatic/terrestrial plants.
7. Ability to operate a boat, with a trailer.
8. Experience working with Tribal Communities and/or Tribal issues.

**K. WORKING ENVIRONMENT:**

1. **Work Conditions:** Office conditions, field conditions may be on boat or wading or walking in forests, wetlands, lakes, rivers, storm drains, brushing land, and steep slopes, and will include heat, extreme cold, rain, and snow.
2. **Exposure to Hazards:** May be exposed to wildlife, acids, other chemicals and fuel, and will be over deep water.
3. **Physical Requirements:** Moderate periods of standing and sitting while in the office. While in the field, considerable walking, lifting, bending, climbing, and stream wading is necessary to collect field data.

**L. BEHAVIOR:** The vision, goals and objectives of the Lac du Flambeau Band of the Lake Superior Chippewa Indians requires the Natural Resource Technician III – Wildlife Biologist

to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any attitude or behavior that will tarnish the name or reputation of the Lac du Flambeau Tribe will not be tolerated and is subject to disciplinary action.

**M. OTHER:** Demonstrate a strong commitment to cultural beliefs and values of the Lac du Flambeau Band of Lake Superior Chippewa Indians and the governing Tribal Council. Practices cultural sensitivity at all times, recognizing the respective diverse work styles within the organization and the Lac du Flambeau community. Must submit to a drug test prior to commencing employment and random testing thereafter. Must have a valid driver's license and be insurable. Criminal background check required applicable to the job description. As an employee of the Tribe, he/she will be subject to the Policies and Procedures of the Lac du Flambeau Band of Lake Superior Chippewa Indians.

**N. SIGNATURES:**

_____	_____
<b>Employee</b>	<b>Date</b>
<u>Previously signed</u>	
<b>Tribal Administrator</b>	<b>Date</b>

_____	_____
<b>Manager</b>	<b>Date</b>
<u>Previously signed</u>	
<b>Human Resource Director</b>	<b>Date</b>