



TRIBAL PERSONNEL DEPARTMENT

JOB ANNOUNCEMENT

JOB TITLE: Water Regulatory and Restoration Specialist
SUPERVISOR: Water Resource Program Manager/Aquatic Biologist
LOCATION: Lac du Flambeau Tribal Natural Resource Department
POST DATE: August 26, 2026
CLOSING DATE: September 9, 2026

General Description:

The Water Regulatory and Restoration Specialist is responsible for implementing the Tribal Natural Resource Department water quality regulatory and permitting program and restoration projects. Duties include the Clean Water Act Section 401, water quality certification permitting, stormwater permit review and inspections, implement shoreline restoration and nonpoint source pollution reduction projects, and supporting land use planning and environmental review.

Qualifications:

Bachelor degree in physical science, environmental science, natural resource management, hydrology, water resource management, biology, engineering or a closely related field, and one year of professional work experience in water resource or related field;

OR four years of experience in a natural resource or environmental field, with at least two years of experience at a technical level performing activities in a natural resource program such as regulatory permitting, project management, and/or substantive job duties described in this position description. Must have a valid WI Driver's license and be insurable.

Salary: \$23.00-\$28.00/ Dependent upon 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 requested via phone or email and 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

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: Water Regulatory and Restoration Specialist

B. DEPARTMENT: Lac du Flambeau Tribal Natural Resource Department

C. SUPERVISOR'S TITLE: Water Resource Program Manager/Aquatic Biologist

D. DESCRIPTION OF DUTIES:. The Water Regulatory and Restoration Specialist is responsible for implementing the Tribal Natural Resource Department water quality regulatory and permitting program and restoration projects. Duties include the Clean Water Act Section 401 certification permitting, stormwater permit review and inspections, shoreline restoration and nonpoint source pollution reduction projects, and supporting land use planning and environmental review. Specific responsibilities include but are not limited to the following:

1. Work with Water Resource Program and Environmental Division in administering the Tribal Water Quality Certification Process on reservation
2. Conduct proposed project site inspection, review, public notice posting, and response to public comments for Clean Water Act Section 401 Certification process in accordance with the Tribe's federally approved Water Quality Standards
3. Conducting site visits to ensure permit compliance of Tribal and Federal Permits, including inspecting erosion/sedimentation controls, and communicating with entities responsible for compliance
4. Conducting outreach and engagement activities related to the Tribes project review process and Water Quality Standards
5. Coordinating meetings with Conservation Wardens, Tribal Natural Resource Department staff and legal department to address code violations
6. Maintaining database to track water resource-related applications and permitting and maintain project review files
7. Conduct the storm water program on the reservation, including review of storm water protection plans and inspection of all construction projects one acre or more in size on the reservation
8. Review and comment on Clean Water Act Section 404 Dredge and fill projects
9. Review Discharge Monitoring Reports associated with NPDES permits
10. Collaborate with Natural Resource programs including Wild Rice and Cultural Enhancement Program, Environmental Protection Program, Wildlife, Fisheries and Fish Hatchery, Youth Initiative, and Great Lakes Restoration Initiative on projects, regulatory, and planning efforts.
11. Conduct, develop, and implement monitoring surveys to assess water quality parameters outlined in Lac du Flambeau Water Quality Standards in determining the health and well being of designated waters of the reservation.
12. Conduct, develop and implement water resource related projects including nonpoint source pollution reduction projects and shoreline restoration projects

13. Contribute to Tribal Land Use Application permitting reviews through water resource programmatic review and comment on prospective proposed projects within the external boundaries of the Lac du Flambeau Reservation and projects proposed upstream or hydrologically connected to the Reservation to protect water resources including rivers, streams, wetlands, and lakes.
14. Communicate water resource data and findings through written reports and presentations to the Tribal programs, Tribal Government, Tribal Community, general public, funding agencies, and project partners.
15. Attend necessary technical trainings sponsored by US EPA, BIA, US ACE, NRCS, USGS, Tribes, etc.
16. Assist in applying for and manage grants and project monies from various agencies including EPA, NRCS, FWS, Tribal General Fund and BIA for regulatory and restoration projects.
17. Participate in community and youth outreach and education, implementing nuanced information and techniques relevant to water quality monitoring and assessment strategies.
18. Other duties as assigned

E. POSITION RELATIONSHIPS:

1. **Internal:** The Water Resource Program has frequent contact with other program staff in the Natural Resource Department and other Tribal Programs.
2. **External:** The Water Resource Program has 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, general public, Town of Lac du Flambeau, Vilas, Iron, and Oneida County, WI DNR, GLIFWC, academic universities, contractors, homeowners, and general public

F. SUPERVISORY RESPONSIBILITIES: None

G. SUPERVISION RECEIVED: The Water Regulatory and Restoration Specialist will report directly to the Water Resource Program Manager and in the absences of the program manager, will report to Environmental Department Director.

H. EDUCATION and EXPERIENCE: Bachelor degree in physical science, environmental science, natural resource management, hydrology, water resource management, biology, engineering or a closely related field, and one year of professional work experience in water resource or related field;
OR four years of experience in a natural resource or environmental field, with at least two years of experience at a technical level performing activities in a natural resource program such as regulatory permitting, project management, and/or substantive job duties described in this position description. Must have a valid WI Drivers license and be insurable.

I. SKILLS:

1. Knowledge and experience in Clean Water Act Section 401 Water Quality Certification and Water Quality Standards

2. Knowledge in clean Water Act Section 402, National Pollutant Discharge Elimination System (NPDES), Phase II General Construction Permits and Storm Water Pollution Prevention Plans (SWPPP)
3. Knowledge in Clean Water Act Section 404, U.S. Army Corps of Engineers Dredge and Fill Permit Program including General Permits and Individual Permits
4. Knowledge and experience in Geographic Information Systems
5. Knowledge in ecological and hydrological interconnectedness of the physical, chemical, and biological conditions necessary to support aquatic, terrestrial, and avian organisms within the boundaries of the Lac du Flambeau Reservation that are inherently dependent on higher water quality standards set forth by the Lac du Flambeau Band of Lake Superior Chippewa.
6. Knowledge of the theories, principles, practices, and techniques of shoreline restoration, shoreline stabilization, erosion control, and hydrology and be able to interpret scientific and technical data.
7. Knowledge of construction practices, bidding processes, scheduling, safety, and how to effectively communicate with applicants, engineers, contractors, and operators.
8. Detail oriented with a keen sense of responsibility to complete assigned tasks in a timely manner.
9. Digital media computer editing and finishing, such as photos and video used in monitoring and assessment, as well as, educational outreach material or curriculum.
10. Ability to safely land and operate a boat

J. WORKING ENVIRONMENT:

1. **Work Conditions:** Office and field conditions; which may be on a boat, or wading or walking in wetlands, lakes, rivers, storm drains, and steep slopes, and will include heat, cold, rain and snow.
2. **Exposure to Hazards:** working over open water in a boat.
3. **Physical Requirements:** Moderate periods of standing and sitting in an office environment. In the field, considerable walking, lifting, bending, and wading is necessary to collect field data.

K. BEHAVIOR: The vision, goals and objectives of the Lac du Flambeau Band of the Lake Superior Chippewa Indians requires the Water Resource Specialist 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.

L. 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. 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.

M. SIGNATURES:

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

Manager	Date
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<u>Previously signed</u>	
Human Resources Director	Date