



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Restoration Scientist/Project Manager

OPEN: September 10, 2026

EXEMPT: YES

SALARY: (10-11) \$30.42 - \$39.35/hr. DOE

SHIFT: Day

LOCATION: Tribal Administration

DURATION: Regular full-time

CLOSES: October 22, 2026

JOB CODE:

DIVISION: Watershed Restoration

DEPARTMENT: Natural Resources

SUPERVISOR: Restoration Manager

VACANCIES:1

JOB SUMMARY: The Restoration Scientist/Project Manager will provide expertise in habitat assessment and restoration to the Watershed Restoration Program of Lummi Natural Resources Department. Position serves as a project manager by developing restoration plans, setting project priorities, permitting, contracting, and implementing projects that restore natural biological, physical, and chemical watershed processes in WRIA 1. They will participate in project monitoring to evaluate attainment of restoration objectives. They will conduct independent research and assessment on issues relating to recovery of natural watershed processes, the recovery of critical salmon stocks, and the restoration and/or enhancement of terrestrial habitats. They will present findings in technical reports and oral presentations to policy, technical, and lay audiences.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES: Include the following, and other related duties as assigned.

1. Work as part of restoration team, setting habitat restoration project priorities, designing and implementing and monitoring salmon recovery and habitat restoration projects, and conducting watershed assessments.
2. As project manager, duties include project budgeting, materials purchases, contract writing, contract management, permit applications, overseeing the work of LNR employees and contractors/consultants working on projects, report writing, restoration construction oversight, and overall responsibility for project schedule and quality.
3. In coordination with other Natural Resources divisions, share information about habitat issues that will lead to the recovery of natural watershed processes, critical salmon stocks, and restoration and/or enhancement of terrestrial habitats.
4. Assume a role in the preparation and presentation of restoration grant applications.
5. Negotiate and manage grant contracts. Ensure deliverables are met, project reports are delivered
6. according to timeline and projects are completed within budget.
7. Prepare technical reports. Present study findings in short oral presentations to policy, technical, and lay audiences.

8. Perform other duties assigned by the immediate supervisor within the general scope of work described.

MINIMUM QUALIFICATIONS:

- A Bachelor of Science degree in ecology; fisheries biology; fisheries; aquatic and fishery sciences; evolution and conservation; biology with emphasis on fisheries or habitat; fluvial geomorphology; or closely related natural resources management field; and
 - Two (2) years of professional experience; and
 - One (1) year of field experience in watershed, estuary and fish or terrestrial habitat recovery analyses and methodologies. Masters-related field experience is applicable; and
 - One (1) year of experience as a project manager for restoration projects; and
 - Four (4) years of computer background with demonstrated proficiency using word processing, spreadsheet, database, presentations, GIS software, and statistical analysis software; **OR**
- Master's degree in ecology, fisheries biology, fisheries, aquatic and fishery sciences, biology, fluvial geomorphology, or related field in natural resources management, plus two years of professional experience.
- Must possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of freshwater ecosystems and restoration techniques.
- Restoration effectiveness monitoring and research experience preferred.
- Contract management and permitting experience preferred.
- Experience working with Pacific Northwest salmon and other native fish and/or wildlife populations.
- Ability to pay particular attention to effective utilization of time during regular business hours, and the ability to work beyond regular working hours when required to meet task objectives in a timely fashion.
- Evidence of ability to work independently in the design and implementation of field studies under strenuous field conditions and coordinate field assessment teams.
- Demonstrated technical report and/or grant writing ability.
- Excellent oral and written communication skills, to include the ability to effectively manage and articulate project requirements with the restoration team, including contractors, engineers, planners, and Natural Resources program staff.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol tests to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol-Free Workplace Policy.
- Position requires Criminal Background Check.
- Must be physically able to work outdoors in inclement weather under strenuous conditions, readily able to traverse over difficult terrain for miles, walk in and over streams with difficult footing, and able to lift and carry up to 50 pounds.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information

contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.