

GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

P.O. Box 9 • Odanah, WI 54861 • 715-682-6619 • FAX 715-682-9294

• MEMBER TRIBES •

MICHIGAN

Bay Mills Community
Keweenaw Bay Community
Lac Vieux Desert Band

WISCONSIN

Bad River Band
Lac Courte Oreilles Band
Lac du Flambeau Band
Red Cliff Band
St. Croix Chippewa
Sokaogon Chippewa

MINNESOTA

Fond du Lac Band
Mille Lacs Band



JOB ANNOUNCEMENT

POSITION: Wetland Ecologist

LOCATION: Odanah, Wisconsin

SALARY RANGE: \$53,269-\$59,390 depending on qualifications

Note: This position has been classified as 25% tax-exempt for qualified tribal members under Internal Revenue Code §7873—Tax Exemption for Income Derived from Treaty Fishing Rights-Related Activities. See GLIFWC website for current benefit information.

EMPLOYMENT TYPE: Permanent, Full-Time

APPLICATION REVIEW BEGINS: November 14, 2025; position will remain open until filled.

JOB SUMMARY: The Wetland Ecologist will join a team of interdisciplinary scientists in GLIFWC's Biological Services Division. GLIFWC works with 11 Ojibwe member Tribes who retain treaty rights in the ceded territories of northern Minnesota, Wisconsin, and Michigan. The Wetland Ecologist will apply western science and Indigenous knowledge to protect wetland habitats for future generations, assist member Tribes in implementing off-reservation treaty rights consistent with tribal conservation codes, and provide technical advice on protection of treaty resources and exercise of treaty rights.

RESPONSIBILITIES:

1. Assist GLIFWC member Tribes in the protection and enhancement of treaty resources and their habitats, particularly *manoomin* (wild rice) and migratory birds.
2. Work in partnership with GLIFWC's *Manoomin Genawendang* (Wild Rice Caretaker), *Manoomin Wiidookaage* (Wild Rice Helper), and *Manoomin* Technician to implement GLIFWC's *Manoomin* plan through monitoring, habitat protection, and restoration of *manoomin* waters.
3. Plan and implement annual ground and aerial surveys of *manoomin* across the ceded territories; plan and implement annual *manoomin* harvest survey.
4. Coordinate and facilitate Joint State-Tribal Wild Rice Advisory Committee meetings cooperatively with *Manoomin Genawendang*, *Manoomin Wiidookaage*, and counterparts at Wisconsin DNR.
5. Participate on the GLIFWC aquatic plant management team to evaluate potential impacts of proposed management activities on treaty resources in ceded territory waters.
6. Assist with coordination of annual *manoomin* restoration activities, evaluate sites for habitat suitability, and assist with seed purchasing and seeding.
7. Pursue collaborative opportunities for research and management of *manoomin* and migratory bird issues important to the Tribes with other agencies and universities.
8. Recommend annual migratory bird harvest season frameworks to the Voigt Intertribal

Task Force and report on tribal migratory bird harvest.

9. Represent GLIFWC and tribal interests on the Wisconsin Migratory Gamebird Advisory Committee.
10. Provide technical assistance to Tribes on issues related to wetlands, *manoomin*, and migratory birds.
11. Assist with education and outreach activities, including writing articles, providing interviews, and assisting with youth education programs.
12. Attend cultural events and participate in activities to enhance relationships with tribal communities.
13. Develop technical analyses, summaries, and reports of annual program activities.

The above responsibilities are not an all-inclusive list but rather a general representation of the responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs or as deemed necessary by the supervisor or Division Head.

QUALIFICATIONS:

1. Advance degree in wetland ecology, wildlife ecology, or related field; OR bachelor's degree and at least 5 years of experience in wetland ecology or closely related field.
2. Knowledge of *manoomin* ecology and management. Experience in wetland management practices and avian ecology preferred.
3. Demonstrated skill in written, oral, and interpersonal communication.
4. Demonstrated aptitude or experience in cross-cultural working environment. Experience working with Tribes and tribal governments is preferred.
5. Demonstrated organizational, analytical thinking, and time management abilities.
6. Familiarity with R, GIS, and other analytical software preferred.

Indian preference will be applied consistent with GLIFWC policies and the federal Indian Self Determination and Education Assistance Act (PL 93-638).

APPLICATION PROCEDURE: Applications can be picked up from GLIFWC's office in Odanah, WI and are also available at <https://glifwc.org>. Applicants must submit a completed GLIFWC primary application for employment, letter of interest, and resume (including three professional references).

Completed applications & materials should be returned (in person, by mail or email) to:

Ashley Poch, Human Resources Director
Great Lakes Indian Fish & Wildlife Commission
P.O. Box 9, 72682 Maple Street Odanah, WI 54861
hr@glifwc.org