

GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

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

www.glifwc.org

• 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

JOB TITLE: Forest Hydro-Ecologist

LOCATION: Odanah, WI

Note: The Great Lakes Indian Fish and Wildlife Commission (“GLIFWC” or “Commission”) is in Odanah, Wisconsin on the Bad River Reservation, along the south shore of Lake Superior (~1.5 hour east of Duluth), with a satellite office on the University of Wisconsin campus in Madison, Wisconsin.

CLASSIFICATION: Permanent, Full-Time

SALARY RANGE: \$57,198 - \$62,100 depending on qualifications

Note: Position has been classified as 50% 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.

POSTING DATE: October 6, 2026

CLOSING DATE: November 6, 2026

JOB SUMMARY: The Forest Hydro-Ecologist will join a team of interdisciplinary scientists in the Environmental Section of GLIFWC’s Biological Services Division (BSD). BSD staff work in diverse fields, such as fisheries, wildlife ecology, forest ecology, and environmental protection. In addition to other duties, the Forest Hydro-Ecologist will provide technical advice to 11 Ojibwe member tribes in the implementation of their off-reservation, treaty-reserved rights in the Ceded Territories of northern Minnesota, Wisconsin, and Michigan, focused on forest hydrology issues and will perform duties listed below in a manner consistent with Commission policies and procedures.

DUTIES AND RESPONSIBILITIES:

1. Develop and implement surface and ground-water hydrology projects to inform tribal evaluation and management of forest hydrologic systems.
2. Work with GLIFWC’s Environmental Section to review and comment on projects and proposals that may impact groundwater or surfacewater hydrology, including but not limited to mining/extractive industries, diversions, logging, dams/culverts, infrastructure development, as well as landscape scale hydrological changes occurring as a consequence of climate change.
3. Work with the GLIFWC Forest Ecology Program in an interdisciplinary fashion to gather input from subject area experts in wildlife, fisheries, and environmental areas, along with policy input from the Division of Intergovernmental Affairs.

4. Focus efforts on restoring and protecting Forest hydrology for top priority beings such as water, wolves, black ash, paper birch, American marten, and wild rice in a way that aligns with tribal culture, traditions, priorities, needs, and desires.
5. Work with the National Forest System and the Northern Research Station to ensure that water protection and respect are explicitly incorporated into Forest actions, Forest Plan implementation efforts and other activities that may impact hydrology of the Forest Service Forests.
6. Present as needed at GLIFWC's board and committees to seek direction and guidance on various issues, plans, or proposals in order to respond in a manner that appropriately represents tribal views.
7. Perform other job duties as assigned.

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

QUALIFICATIONS:

1. Master's degree (at a minimum) in hydrology or closely related field required.
2. Experience working with tribal communities preferred.
3. Demonstrated skill in written and oral communications.
4. Experience with developing hydrologic models for ground and surface waters; including field methods and sample design.
5. Experience with computer hydrologic software.
6. Demonstrated ability to work both independently and in close cooperation with others.
7. Experience with data analysis and statistical analysis software like SAS, R or Python.
8. Possess a valid driver's license and be insurable under GLIFWC's vehicle policies.

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

APPLICATION PROCEDURE: Applications can be picked up from the GLIFWC office in Odanah, WI. Applicants may also obtain the GLIFWC Primary Application for Employment online at www.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