



**Mashpee Wampanoag Tribe**  
483 Great Neck Rd. South, Mashpee, MA 02649  
Phone (508) 477-0208 Fax (508) 477-1218

**Job Title:** Natural Resource Fellow

**Location:** Mashpee Wampanoag Tribe

**Reports To:** Director of Natural Resources

**Department:** Natural Resources Department

**Status:** Full-time, Non-Exempt - 35 hours a week

**Salary Range:** \$40,040/year – (\$22/hr.)

**Length of Opening:** One (1) Year With The Potential For Continuation Based On Performance

**Closing Date:** Until Filled

---

**SUMMARY:** Under general supervision of the Director for the Natural Resources Department (NRD); the Natural Resource Fellow will oversee the development and implementation of the plan to address water quality and fisheries monitoring and management within the community. The Natural Resource Fellow will also work closely with other Mashpee Wampanoag Tribe Departments including but not limited to the Emergency Management and Historic Preservation Departments

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other duties may be assigned.

- Recovery of water quality data from data logger (YSI 6600 and other sondes)
- Collecting and transporting water, bacteria, macroinvertebrates, and algae samples for analysis and reporting
- Synchronization of data for sharing with water quality partners
- Calibration, maintenance, and repair of equipment (e.g. sondes, sampling equipment and boat)
- Execution of very specific standard field and laboratory procedures
- Creation and submission of water quality reports

- Assist Natural Resources Department (NRD) staff with preparation, annual review and updates of Quality Assurance Project Plan (QAPP) and Standard Operating Procedures (SOPs)
- Actively assess watershed conditions to identify potential projects and evolving issues as related to programs goals and objectives
- Supervise field and laboratory personnel to ensure staff completes all assigned work according to SOP and QAPP
- Develop effective communication and working relationships with co-workers, and local, state, and federal water resources officials
- Assist with collecting and processing GIS/GPS information
- Work as needed with other tribal departments to inventory, assess, and monitor natural resources on tribal lands to protect the health and welfare of tribal members from environmental contaminants
- Assist NRD with their four (4) week summer Preserving Our Homelands youth summer camp
- Work with the Tribe's farm staff to support the Title 6 Food Sovereignty Project and assist with maintenance of greenhouses.
- Work with the Emergency Management Director (EMD) to coordinate AmeriCorps team on natural resource projects
- Coordinate with partner agencies for AmeriCorps prescribed fire trainings and burns and participate on Tribal prescribed burns and assist on partner prescribed fires
- Work with the EMD and partner agencies to explore participating in wildfire suppression on national incidents
- Attend training in and outside of the region to develop fire skills and qualifications
- Coordinate with NRD and EMD to develop priorities for prescribed fire on Tribal and partner lands
- Work with EMD to maintain prescribed fire equipment cache
- Collaborate with the Historic Preservation Department (HPD) to map and maintain ancient ways and trails
- Assist with identifying culturally significant plants to be installed on habitat restoration projects
- Perform other duties as needed and as requested by NRD Directors

**COMPETENCIES:**

To perform the job successfully, an individual should demonstrate the following competencies:

- Gathers and analyzes information skillfully
- Carry water quality monitoring equipment over long distances
- Coordinates projects; communicates changes and progress
- Maintains confidentiality
- Responds well to questions
- Writes clearly and informatively; edits work for spelling and grammar
- Works within approved budget
- Shows respect and sensitivity to Native Americans and Native American culture

- Treats people with respect; works with integrity and ethically
- Follows Standard Operating Procedure (SOP) and Quality Assurance Project Plan (QAPP)
- Manages competing demands; able to deal with frequent change, delays, or unexpected events
- Is consistently at work and on time
- Follows instructions and responds to management direction
- Asks for and offers help when needed
- Exhibits sound and accurate judgment and problem-solving
- Uses time efficiently

**Minimum Education/Experience Qualifications:**

Associate’s degree in environment science or high school diploma with three year’s related experience or equivalent combination of education and experience. Supervisory experience a plus.

**PREFERRED QUALIFICATIONS:** Bachelor’s degree in environmental science and/or related field, analytical experience, grant reporting experience, and extensive budget experience

**Certificates and Licenses:**

- Must possess a valid drivers' license
- Must possess or be able to obtain all licenses, training, and certifications

**Work Environment:**

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

*The employee is regularly required to work outdoors sometimes in inclement weather and must be able to carry sensitive equipment over long distances.*

**Additional Requirements**

Must pass a CORI/background check

Must be willing to travel in and out of state to attend workshops and conferences.

Must be willing to obtain necessary skills to remain current with updated methods and technologies.

**Apply on or before the deadline date to:**

Kayla Gomes, Human Resources Manager  
 Mashpee Wampanoag Tribe  
 483 Great Neck Road South  
 Mashpee, MA 02649

[Kayla.Gomes@mwtribe-nsn.gov](mailto:Kayla.Gomes@mwtribe-nsn.gov)

*Preference is given to qualified Native American candidates in accordance with the Indian Preference Act of 1934 (Title 25, U.S.C., and Section 472)*