



MESCALERO APACHE TRIBE

JOB ANNOUNCEMENT

Position Title:	Rangeland Specialist	
Department:	Division of Resource Management and Protection (DRMP)	
Employment Status:	Exempt (E4)	
Opening Date:	September 9, 2024	Closing Date: Open until filled

Job Summary

The Mescalero Apache Tribe has contracted the Bureau of Indian Affairs, Mescalero Agency, Branch of Natural Resource functions, through Public Law 93-638, which includes the Range program. The Rangeland Specialist position will be directly supervised by the Director of the Division of Resource Management and Protection, and will provide professional oversight for the Range Management Section of the Division of Resource Management and Protection.

The Mescalero Apache Reservation is located in the sky-islands of south-central New Mexico, with elevations ranging from 5,400 feet and rising to 12,003 feet at the peak of Sierra Blanca. Total land area of the reservation is approximately 460,678 acres and spans seven community types, including Chihuahuan desert, grassland/oak woodland, piñon-juniper, Ponderosa pine, mixed conifer, spruce-fir and alpine community types. This broad range of community types provides habitat for a diversity of wildlife species, which also supports a big-game hunting program through the Inn of the Mountain Gods Resort and Casino. The Tribe also operates a Ranching Enterprise, raising grass-fed beef. There are many varied recreational opportunities offered within the Sacramento Mountains of southern New Mexico.

This position description may not include all of the listed duties, nor do all of the listed examples include all tasks which may be found or assigned to this position.

Duties and Responsibilities

- Directs the activities of the Range Management Section. Provides technical guidance and oversight for staff under the Range Mgt. Section to ensure implementation of range projects designed to meet Tribal goals, objectives and priorities, as identified in coordination with Tribal leadership. An interdisciplinary team approach to project development and implementation will be emphasized, and will consider other natural resource objectives, such as reducing soil erosion, protecting surface water quality, enhancing forest productivity, reducing hazardous fuels in the wildland-urban interface, and restoring wildlife habitat. Through participation in the interdisciplinary planning process, will help ensure NEPA compliance for all federally funded projects.
- Provides program leadership for the application of state-of-the-art management methods on the Mescalero Apache Reservation. Will develop technical guidance and standards for monitoring rangeland health, enhancing rangeland habitat, developing and maintaining watering facilities to meet both range and wildlife needs, and working towards managing overall carrying capacity of Tribal lands. Evaluates program adequacy and effectiveness through regular on-the-ground inspections and interactions with field staff, to determine compliance with established policies, standards and program objectives. Initiates corrective action as needed.
- Implements long range planning and integrates range program operations with staff of the DRMP forest and wildlife sections, as well as the Mescalero Ranching Enterprise, to effectively deal with complex land and resource use. Plans and conducts informal studies to determine causes of range and woodland health problems identified in the field, and develops projects to mitigate impacts. Further integrates concerns for

management of feral horses, feral hogs, and various invasive plant species into the overall management of Tribal lands.

- Coordinates Tribal natural resources projects/activities with other Federal, State and local agencies including the Natural Resource Conservation Service, US Forest Service, NM Forestry Division and local Resource Conservation and Development councils.
- Provides oversight for the implementation and administration of existing project level funding obtained through the Natural Resource Conservation Service (NRCS), Conservation Stewardship Program (CSP) and Environmental Quality Incentives Program (EQIP). Works with funding agencies to develop new scopes of work and obtain funding to conduct additional natural resource improvements.
- Prepares annual Scopes of Work and Budgets for DMRP projects, including development of rangeland habitat treatments necessary to achieve Tribal goals and objectives.
- Prepares technical accomplishment reports for funding received through the Bureau of Indian Affairs, Public Law 93-638 contract for Natural Resources, which will be submitted to Director on a quarterly and annual basis.
- Coordinates and provides oversight for activities of field staff to develop and balance annual project schedules that provide for both summer and winter operational ground, in order to maintain year-round employment for field crews.
- Coordinates with range staff to oversee field staff supplies and materials to monitor when additional materials must be ordered, to help ensure continuous daily work for the crews.
- Provide presentations, as requested by funding agencies and Tribal leadership, to demonstrate natural resources work being accomplished by the Range Mgt Section. Presentations will be both in the field and at meetings, and will involve preparation of PowerPoint presentations, as well as associated handout materials and reports.
- Maintain Geographic Information Systems (GIS) database and Rangeland Management Dashboard developed to maintain tracking records of treatment areas, including location, acreage, treatments implemented, and funding agency.
- Attends seminars, conferences, workshops, courses and other training required to maintain applicable knowledge, skills and abilities.
- Ensures that all safety and compliance requirements are met.
- Performs other duties as assigned.

Minimum Qualifications

- Must have a Bachelor's degree in Rangeland Management or a closely related natural resources field.
- Minimum of 3 years' experience in conducting and supervising rangeland management activities is required.
- Must be able to work in an interdisciplinary team environment, with professional, technical staff interacting closely. Ability to resolve issues, partner with others and develop solutions that create win-win situations for the Tribe.
- Must possess valid State driver's license and meet Tribal insurance standards, since Rangeland Specialist will be required to travel independently to various project areas to monitor project layout and crew accomplishment, as well as attend meetings and training sessions.
- Must be proficient in use of various computer software programs. Good working knowledge using Geographic Information Systems is required.
- Knowledge of reservation lands and roads is preferred, but not required.
- Must successfully pass a pre-employment drug/alcohol screen and background investigation.
- Hiring will comply with "Tribal Preference Hiring" Ordinance 06-02.

Tribal preference and Native American Indian preference shall apply to all positions.

Knowledge, Skills and Abilities

- Skill in providing leadership to, supervising, training, and evaluating assigned staff.
- Skill in budget preparation and administration.
- Skill in preparing reports and correspondence.
- Ability to communicate effectively both verbally and in writing.
- Ability to establish and maintain professional relationships with individuals of varying social and cultural backgrounds and with co-workers at all levels.
- Ability to prepare accurate, complete, and legible reports and create and present detailed, accurate, objective, and effective speeches and presentations.
- Ability to carry out instructions furnished in verbal or written format.
- Ability to work independently and meet strict time lines.

Physical Demands

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to stand; walk; and talk or hear. The employee occasionally is required to sit; and taste or hear. The employee must frequently lift and/or move up to 50 pounds.

Work Environment

This is primarily a field-oriented position. Work is generally performed both in an outdoor setting where exposure to natural weather conditions and various dusts and mists may occur and indoors with a moderate to high noise level. Prolonged standing and walking may be on uneven surfaces or unstable ground. Situations where 8-inch work boots, safety goggles, gloves, protective face shields, or hardhats are needed may occur. Evening, weekend, and/or holiday work will be required. Extended hours and irregular shifts will be required.