



Point No Point Treaty Council

Port Gamble S'Klallam • Jamestown S'Klallam

POSITION ANNOUNCEMENT

Position: Wildlife Biologist
Salary: \$78,500 - \$91,500/Year
Location: Point No Point Treaty Council, Kingston, WA
Closing Date: November 30, 2026

The Point No Point Treaty Council (PNPTC), an intertribal natural resource management consortium serving the Jamestown S'Klallam and Port Gamble S'Klallam Tribes, is seeking a Wildlife Biologist. The position is based at PNPTC's office in Kingston, Washington within walking distance of the Kingston/Edmonds ferry terminal.

Position Summary

The Wildlife Biologist works under the supervision of the Executive Director and in close coordination with the member Tribes' Natural Resource Directors and staff, as well as Natural Resources (NR)/wildlife committees to provide technical expertise in support of treaty-reserved hunting and gathering rights.

Duties and Responsibilities

- Work cooperatively with the member Tribes to develop wildlife program objectives, work plans, and long-term management goals.
- Develop draft tribal hunting regulations for all game species, annually in coordination with the member Tribes.
- Coordinate with member Tribes to maintain harvest data records and provide analyses and reports to the NR/ hunting committees.
- Design and carry out population, movement, and habitat-use studies, including data collection, analysis, and reporting.
- Lead wildlife capture and marking efforts, particularly for elk and cougars.
- Lead multi-taxa survey efforts, including elk, deer, birds, and marine mammals.
- Participate in the development of tribal/state or federal Olympic Peninsula wildlife management plans.
- Support outreach and education for tribal citizens, Tribal staff, youth programs, and local communities.
- Support member Tribes' wildlife related grant application development.
- Support tribal citizen and member access for hunting on state and federal lands, including written agreements, and support for operable gates/locks.

- Interface with member Tribe's enforcement officers on wildlife related matters, as needed.
- Complete and stay current on Wildlife Chemical/Mobilization and Wildlife First Aid Trainings.

Minimum Qualifications

- Bachelor's degree in wildlife biology, wildlife management, or a closely related field, plus at least two years of relevant professional experience.
- Knowledge of the methods for conducting scientifically credible field studies in support of wildlife management.
- Experience working independently in the field and leading field crews.
- Ability to perform physically demanding work outdoors in inclement weather and to navigate off-road and off-trail.
- Strong written and verbal communication skills. Must be able to explain complex biological and policy topics to tribal and non-tribal officials, technical audiences, and the general public.
- Familiarity with federal and Washington State wildlife law and policy.
- Must possess a valid driver's license.
- This position is subject to a pre-employment background check after a conditional offer of employment has been made.

Summary of Benefits

- Medical, Dental, and Vision: Provided through the Washington State Health Care Authority (WSHCA).
- 401(k): Employer and employee contributions available through Standard Insurance after one year of employment.
- Paid Time Off: Annual and sick leave accrue commensurate with time in service, starting at 10 hours per month for each.
- Holidays: 13 paid holidays per year.

To Apply:

Send cover letter, resume, and three references to Shannon Miller, Deputy Director, Point No Point Treaty Council, PO Box 169 Kingston, WA 98346.

Email: smiller@pnptc.org

Note: The Point No Point Treaty Council is an equal opportunity employer. In filling this position, Native American preference (under federal statutes) shall apply. Applicant must be eligible to work in the U.S. The PNPTC will not sponsor applicants for work visas.