

Sitka Tribe of Alaska
Job Description
TRADITIONAL FOODS SPECIALIST

Exempt:	No	Grade:	9 (\$25.19-\$28.14)
Benefits:	Yes	Hours:	Varies
Department:	Resource Protection	Effective Date:	January 1, 2024
Reports to:	Resource Protection Director		

I. SUMMARY

The Traditional Foods Specialist is primarily responsible for harvesting, gathering, hunting, preserving, and disbursing traditional foods to the Sitka Tribe Traditional Foods Program (with an emphasis on distributing to the elderly and disabled). This position will also provide subsistence-based educational opportunities for Sitka Tribal Citizens. Other essential duties include conducting routine preventative maintenance and minor repairs to the Traditional Foods boat and providing boat transportation to various staff within STA to important sites throughout the Sheet'ka Kwaan.

II. ESSENTIAL DUTIES AND RESPONSIBILITIES

A. Supervision and Authority

Reports to the Resource Protection Director and will have authority over the Traditional Foods Assistant (seasonal position) and passengers aboard any vessel he/she is operating.

B. Harvest and Distribution of Traditional Foods

- All harvesting is essential, but the items tribal citizens rely on the Tribe to provide are herring eggs, sockeye, halibut, and deer. Ensure these four are the highest priority for harvesting
- Submit a written float plan before any boat trips. Receive approval of the float plan from a supervisor before the boat trip
- Maintain a written log of the harvest date, food collected, harvest locations, boat conditions, weather conditions, and estimated fuel use within 24 hours of the trip
- Process customary and traditional foods using available resources, calling on others to help as required.
- Arrange for the distribution of these foods in accordance with STA's Traditional Foods policy, giving priority to Tribal Elders, low-income families, and those receiving General Assistance benefits, and maintain a written log of distributions
- This position requires operating a boat carrying a passenger or passengers
- Other duties as assigned

C. Operation and Maintenance of ST A Boats

- Operate STA's boat for traditional foods harvesting and other Resource Protection Department program needs.
- Perform preventative maintenance and repairs to the boat, motors, and other equipment.
- Arrange for extensive repairs to STA boats to be conducted by outside sources.
- Work with the department director to schedule boat use for harvesting and other department needs.

D. Subsistence Education

- Provide subsistence educational opportunities for tribal youth in the harvest and processing of traditional foods.
- Provide annual training to interested tribal citizens in using the Sitka Tribe's smokehouse.

E. Meetings, STA Reporting, and Professional Conduct

- Attend meetings as requested by the Resources Protection Director.
- Prepare a report for inclusion in quarterly newsletters and the annual report.
- Responds to questions/comments in a courteous and timely manner.
- Complete boat trip and harvest logs.
- This position requires operating a boat carrying a passenger or passengers.
- Complete all paperwork for permitting compliance.
- Represent Sitka Tribe of Alaska and maintain positive relations with other tribal, state, federal, and local governments, public agencies, Tribal Citizens, the public, and the media.
- Treat STA Council, staff, Tribal Citizens, and the public in a respectful manner.
- Perform other duties as assigned.

III. MINIMUM REQUIREMENTS

A. Education

- High School Diploma or GED

B. Experience

- Extensive experience hunting and fishing
- Extensive boat operation and maintenance experience

C. Additional Requirements

- Possession of a valid Alaska Driver's license

D. Knowledge, Skills, and Abilities:

- Extensive knowledge of the waters and lands of the Sheet'ka Kwaan
- Ability to read a navigation chart and have navigation experience
- This position requires one to carry a firearm in the field
- Knowledge of gathering, harvesting (hunting and fishing), processing, and sanitary preservation of traditional foods. Examples are cleaning, filleting, and storing fish and deer
- Ability to communicate effectively in writing and orally
- Ability to perform preventative maintenance and repairs to STA boats
- Ability to work cooperatively with staff, citizens, and clients
- Be eligible to apply for all permits and licenses required for subsistence gathering and harvesting

IV. PREFERRED KNOWLEDGE, SKILLS, AND ABILITIES

- Understanding of the Native Community in Sitka
- Previous experience working for a tribal government

V. PREFERENCE

Tribal Citizen and Native preference in hiring applies as outlined in the STA Hiring Policy and Procedure and the STA Employee Handbook.

VI. ADDITIONAL

A. Criminal Background Check

This position requires full compliance with the STA Criminal Background Check ordinance. All candidates for this position must consent to a criminal history record check, submit fingerprints and submit a separate application for suitability. No individual may fill this position:

- Who has been convicted of any crime involving a sexual offense;
- Who has been found guilty of or pled guilty or no contest to, two misdemeanors or one felony crime involving any crimes of violence, crimes against persons, offenses committed against children, sexual assault, molestation, exploitation, contact, or prostitution;
- Whose past conduct creates an immediate or long-term risk for any Indian child or raises questions about an individual's trustworthiness; or
- Who is currently subject to a restraining order issued after a hearing which restrains the individual from harassing, stalking, or threatening an intimate partner or child.
- Who has been convicted of, pled guilty or no contest to, or has a current pending charge of, a felony;
- Who has been convicted of or pled no contest to a misdemeanor domestic violence offense;
- Who is subject to a court order issued after a hearing which restrains him or her from harassing, stalking, or threatening an intimate partner or child;
- Who has been dishonorably discharged from the armed forces;
- Who has a criminal record indicating that the individual is an unlawful user of a controlled substance.

The individual who holds this position is required to report any violation of a criminal statute within one working day of the charge or conviction to the individual's immediate supervisor.

B. Drug- and Alcohol-Free Workplace

This position is considered safety-sensitive according to the Sitka Tribe of Alaska's Drug and Alcohol-Free Workplace Ordinance. This position therefore requires a pre-employment drug screening, and is subject to reasonable suspicion, random, post-accident, return to duty and follow-up drug and/or alcohol testing.

C. Insurability

The Traditional Foods Specialist is **required** to be approved as a boat operator by STA's insurance carrier. Initial and continued employment in this position is dependent upon insurability.