



Position Description

Sierra Nevada AmeriCorps Partnership

Position Title: *Watershed Project Coordinator*
Host Site: *Bishop Paiute Tribe*
Site Supervisor: *BryAnna Vaughan*
Contact: *760-873-3584x255/760-784-5761 bryanna.vaughan@bishoppaiute.org*

Position Location: *Bishop, CA. Located in the deepest valley in the lower 48 states, Bishop sits in the shadows of the Sierra Nevada and White Mountain Ranges with access to diverse recreation opportunities.*

Organization Description: *The Bishop Paiute Tribe is a sovereign nation governed by the Tribal Council, a board of 5 members elected by the General Council. The Tribe is located at the foot of the Eastern Sierra Nevada Mountains and is the fifth largest tribe in California with around 2,000 enrolled members. The Tribe provides members with various programs and services and operates a variety of tribally owned entities and enterprises. The Tribe is engaged in progressive development and highly values self-sufficiency, self-reliance, and maintains committed to being a strong self-governing sovereign nation. The culture of the Paiute people is deeply embedded with the surrounding environment. The natural resources provided by land, water, and air, have been safeguarded by the Tribe for numerous years. The traditions of the Paiutes are alive and active today, and can be witnessed in one of the tribes many traditional functions and festivities.*

Program Description: *The Bishop Paiute Tribe recognizes that water holds cultural, spiritual and economic value to its tribal members and that clean water is vital to the health and welfare of the community. The Tribe wishes to provide its tribal members with an assurance that their water resources and subsequent uses will always be protected and held to the highest quality possible. The priority of the Tribe is to obtain the necessary resources to work toward upholding this assurance. It is the inherent cultural, spiritual and economic values that help to guide the proper use, management, and protection of the water resources through continual development of a comprehensive Water Quality Control Program (WQCP). The WQCP adopted its Bishop Creek Watershed Plan (BCWP) in 2009. The plan describes watershed area goals along with management measures for protecting water quality and restoring impaired water bodies. A main goal of the BCWP is to collaborate, communicate and cooperate with stakeholders throughout Bishop Creek Watershed to protect and restore water quality. Through this anticipated collaboration, it is expected that overall knowledge about the area and available resources will increase and consequently the goals and objectives for the watershed will continually transform. Those transformations will be documented in future updates to the BCWP. Protection and preservation of water resources is a central goal of the WQCP, as is environmental education related to our work. Further characterization of the watershed will be a main goal of this project period, along with assisting the Tribe's Environmental Management Office and the US Environmental Protection Agency with regard to interpreting and applying the Tribe's EPA-approved water quality standards in pollution control decisions such as water quality assessments and 303(d) lists, total maximum daily loads (TMDLs) and/or National Pollutant Discharge Elimination System (NPDES) permits.*

Position Description: *As the Watershed Project Coordinator, the AmeriCorps member will advance the Tribe's Water Quality Control Program and implement collaboration with stakeholders in the Bishop Creek Watershed in accordance with the current Bishop Creek Watershed Management Plan. The AmeriCorps member will work with the Water Quality Coordinator, Environmental Technician and stakeholders to clearly define a monitoring and assessment protocols specific to the water resources within the Reservation and the Bishop Creek Watershed. The AmeriCorps member will be involved in water resource management planning and watershed management collaborations including:*

- 1. Define/refine water resource monitoring objectives and strategies*
- 2. Develop/refine water resource monitoring design that best serves the monitoring objectives defined in the Tribe's Quality Assurance Program Plan*
- 3. Further characterize the water quality and related resources in the Bishop Creek Watershed*
- 4. Update the Bishop Creek Watershed Plan with goals established through collaborative watershed stakeholder efforts and consistent across agencies*
- 5. Develop clear guidance on appropriate restoration and management techniques that will consider watershed planning, wildlife habitat, and other water resources*
- 6. Implement restoration activities related to non-point source pollution using proven Best Management Practices*
- 7. Assist the Tribe's Environmental Management Office and the US Environmental Protection Agency with regard to interpreting and applying the Tribe's EPA-approved water quality standards in pollution control decisions such as water quality assessments and 303(d) lists, total maximum daily loads (TMDLs) and/or National Pollutant Discharge Elimination System (NPDES) permits*
- 8. Educate community members and stakeholders on the importance of water resource resources protection and preservation*
- 9. Work with volunteers to protect and preserve water resources*

Required Qualifications:

- Have a B.S. degree in environmental sciences or related discipline or related work experience equivalent in nature and duties to this position.*
- Possess proficient writing skills, particularly with technical reports and funding proposals.*
- Possess verbal and written communication skills.*
- Possess a valid driver's license and proof of automobile insurance.*
- Demonstrate initiative, commitment, dedication, and positive attitude to job duties and tribal environmental goals and objectives*
- Willing to attend community meetings during evening hours and weekends and attend out-of-town meetings, conferences, and training sessions.*
- Personable, cooperative and willing to work with a variety of people at various levels of tribal, federal, state and local governments.*
- Demonstrate basic knowledge of the unique sovereign status of Indian Tribes and respect for Paiute/Shoshone cultures.*

Desired Qualifications:

- Knowledge and experience in Geographic Information Systems (GIS) programs/software is preferred, but not required.*
- Computer literate and experienced with MS Office programs, Adobe CS software, and statistical analysis software (e.g. MatLab, SigmaPlot, , SAS, R, etc.)*
- Ability to lift 50 lbs*

Additional Benefits:

- *Technical training to build skills directly related to the SNAP position.*

Website:

- *http://www.bishoptribeemo.com/Water/index_water.htm*



Member Service Plan Sierra Nevada AmeriCorps Partnership

Host Site: *Bishop Paiute Tribe*

Position Title: *Watershed Project Coordinator*

Designated Site Supervisor: *BryAnna Vaughan, Water Quality Coordinator, 50 Tu Su Lane, Bishop, CA 93514, 760.873.3584 ext. 255*

Term of Service: Mid-October 2016 – Mid-September 2017, exact dates TBA

Organizational Background: *The Bishop Paiute Tribe is a sovereign nation governed by the Tribal Council, a board of 5 members elected by the General Council. The Tribe is located at the foot of the Eastern Sierra Nevada Mountains and is the fifth largest tribe in California with around 2,000 enrolled members. The Tribe provides members with various programs and services and operates a variety of tribally owned entities and enterprises. The Tribe is engaged in progressive development and highly values self-sufficiency, self-reliance, and maintains committed to being a strong self-governing sovereign nation. The culture of the Paiute people is deeply embedded with the surrounding environment. The natural resources provided by land, water, and air, have been safeguarded by the Tribe for numerous years. The traditions of the Paiutes are alive and active today, and can be witnessed in one of the tribes many traditional functions and festivities.*

Organizational/Program Goals 2016-17: *The Bishop Paiute Tribe recognizes that water holds cultural, spiritual and economic value to its tribal members and that clean water is vital to the health and welfare of the community. The Tribe wishes to provide its tribal members with an assurance that their water resources and subsequent uses will always be protected and held to the highest quality possible. The priority of the Tribe is to obtain the necessary resources to work toward upholding this assurance. It is the inherent cultural, spiritual and economic values that help to guide the proper use, management, and protection of the water resources through continual development of a comprehensive Water Quality Control Program (WQCP). The WQCP adopted its Bishop Creek Watershed Plan (BCWP) in 2009. The plan describes watershed area goals along with management measures for protecting water quality and restoring impaired water bodies. A main goal of the BCWP is to collaborate, communicate and cooperate with stakeholders throughout Bishop Creek Watershed to protect and restore water quality. Through this anticipated collaboration, it is expected that overall knowledge about the area and available resources will increase and consequently the goals and objectives for the watershed will continually transform. Those transformations will be documented in future updates to the BCWP. Protection and preservation of water resources is a central goal of the WQCP, as is environmental education related to our work. Further characterization of the watershed will be a main goal of this project period, along with assisting the Tribe's Environmental Management Office and the US Environmental Protection Agency with regard to interpreting and applying the*

Tribe's EPA-approved water quality standards in pollution control decisions such as water quality assessments and 303(d) lists, total maximum daily loads (TMDLs) and/or National Pollutant Discharge Elimination System (NPDES) permits.

Member Service Plan Overview and Outcomes: *As the Watershed Project Coordinator, our AmeriCorps member will advance the Tribe's Water Quality Control Program and implement collaboration with stakeholders in the Bishop Creek Watershed in accordance with the current Bishop Creek Watershed Management Plan. The AmeriCorps member will work with the Water Quality Coordinator, Environmental Technician and stakeholders to clearly define a monitoring and assessment protocols specific to the water resources within the Reservation and the Bishop Creek Watershed. The AmeriCorps member will be involved in water resource management planning and watershed management collaborations including:*

- 1. Define/refine water resource monitoring objectives and strategies*
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- 4. Update the Bishop Creek Watershed Plan with goals established through collaborative watershed stakeholder efforts and consistent across agencies*
- 5. Develop clear guidance on appropriate restoration and management techniques that will consider watershed planning, wildlife habitat, and other water resources*
- 6. Implement restoration activities related to non-point source pollution using proven Best Management Practices*
- 7. Assist the Tribe's Environmental Management Office and the US Environmental Protection Agency with regard to interpreting and applying the Tribe's EPA-approved water quality standards in pollution control decisions such as water quality assessments and 303(d) lists, total maximum daily loads (TMDLs) and/or National Pollutant Discharge Elimination System (NPDES) permits*
- 8. Educate community members and stakeholders on the importance of water resource resources protection and preservation*
- 9. Work with volunteers to protect and preserve water resources*

Expected outcomes from this project include:

- Improved knowledge of water resources within the Reservation and the watershed*
- Effective water resource management tools for staff and partners*
- Increased collaboration with watershed stakeholders and regional water resource managers to benefit water resource protection and preservation efforts*
- Clearly defined restoration and protection goals and techniques throughout the watershed*
- Restored water resources throughout the Bishop Creek Watershed*
- Community members and stakeholders with knowledge of water resource science and the importance of protecting and preserving those resources*

Service Position Major Projects: *If you have a project that fits into one or more categories, please include it in the first section it fits into, and in the secondary category, simply put the title of the project and fill out the hours and outcomes for the other category.*

1. Watershed Restoration and Assessment:

- a. **Priority Project: Riparian/Wetland Restoration and Streambank Stabilization**
Restoration of riparian and wetland habitats along both forks of Bishop Creek, as it flows through the Bishop Paiute Reservation. Riparian and wetland restoration will include invasive plant management, planting of native riparian vegetation, and fencing to manage grazing within the riparian areas. Stabilization of failing streambanks using strong-rooted, hydrophilic vegetation and bioengineering will also be conducted where needed within the Reservation boundaries. This work will be conducted in accordance with proved Best Management Practices in this and similar regions. Upon property owner/stakeholder approval, this work will be continued upstream of the Reservation in the Bishop Creek Watershed. The Watershed Project Coordinator will assist the Wetland Restoration Coordinator in restoration efforts in the Tribe's Conservation Open Space (wetland) area.
 - b.
 - i. **Projected Hours: 400**
 - ii. **Estimated Acres Restored: 15**
 - 1. **Acres Restored by Member (ONLY): 5**
 - c. **Priority Project: Update appropriate sections in the Bishop Creek Watershed Management Plan with new information relevant to the Plan, practices/methods adopted, and new stakeholder participation during this project period. Includes research, outreach, field visits, and GIS mapping/classification.**
 - i. **Projected Hours: 300**
 - ii. **Estimated Acres Assessed: >10,000**
 - 1. **Acres Assessed by Member (ONLY): >10,000**
 - d. **Priority Project: Update Bishop Paiute Tribe Water Quality Control Program Quality Assurance Program Plan to reflect new water resource objectives, strategies, and data collection and data management methods.**
 - i. **Projected Hours: 100**
 - ii. **Estimated Acres Protected: 875**
 - 1. **Acres Protected by Member (ONLY): 875**
 - e. **Watershed Restoration and Assessment Totals:**
 - i. **Total Projected Hours: 800**
 - ii. **Total Estimated Acres Restored: 15 restored/ >10,000 assessed/875 protected**
 - 1. **Total Member Acres Restored: 5 restored/ >10,000 assessed/875 protected**

2. Watershed Education and Outreach

- a. **Priority Project: Bishop Creek Watershed Awareness**
Develop a location-specific educational curriculum for 4th and 5th grade students based on the Bishop Creek Watershed. Information will include various habitats, plant evolution based on those habitats, snowpack vs. other precipitation, the importance of Bishop Creek as a tributary to the Owens River Watershed and water diversions throughout the Owens Valley and to Los Angeles. Activities will involve hands-on participation learning about sensory awareness, scientific data

collection, art, educational games, outdoor safety, understanding of land management, and of course hiking!

i. Projected Hours: 120

ii. Estimated Education Outcomes: (Complete one of the following for this project)

1. Presentations (Presentations and/or Service Learning projects of at least 30 minutes in which the Member will be able to query participants with a pre and post test): *30 4th and 5th grade students, once monthly over the period of the project*

2. Outreach (Educational Outreach in which Members will be able to ask participants if the outreach conducted increased their level of understanding): *30 4th and 5th grade students, once monthly over the period of the project*

b. Priority Project: *Interpret and Apply EPA-Approved Tribal Water Quality Standards in Pollution Control Decisions*

Assist the Tribe's Environmental Management Office and the US Environmental Protection Agency with regard to interpreting and applying the Tribe's EPA-approved water quality standards in pollution control decisions such as water quality assessments and 303(d) lists, total maximum daily loads (TMDLs) and/or National Pollutant Discharge Elimination System (NPDES) permits

c.

i. Projected Hours: 80

ii. Estimated Outcomes: (Complete one of the following for this project)

1. Presentations (Presentations and/or Service Learning projects of at least 30 minutes in which the Member will be able to query participants with a pre and post test): *Replace this text with the number of people your Member will present to with this project.*

2. Outreach (Educational Outreach in which Members will be able to ask participants if the outreach conducted increased their level of understanding): 25

d. Watershed Education Totals:

i. Total Projected Hours: 200

ii. Total Estimated Outcomes:

1. Presentations: *30 4th and 5th grade students, once monthly over the period of the project*

2. Outreach: 25

3. Volunteer Recruitment and Support:

a. Priority Project: *Promote Stewardship to the Firstbloom Environmental Education Program*

The SNAP Member will work with the National Park Service to organize a stewardship project at three local national parks visited during the project period by the Firstbloom group. Firstbloom has done citizen science, trail restoration, creek restoration, and meadow restoration in its previous visits to Manzanar National Historic Site, Death Valley National Park, Devils Postpile National Monument, and

Yosemite National Park. These experiences help to build the next generation of stewards, instilling a positive feeling for giving back to the environment while helping to improve a part of the National Park system.

i. Projected Hours: 40

ii. Estimated Outcomes:

1. Number of Volunteers Recruited: 30 4th and 5th grade students, three times over the period of the project

2. Total # of Hours Served by Volunteers: 360

b. Volunteer Recruitment and Support Totals:

i. Total Projected Hours: 40

ii. Total Estimated Outcomes:

1. Number of Volunteers Recruited: 30 4th and 5th grade students, three times over the period of the project

2. Total # of Hours Served by Volunteers: 360

4. Resource Attainment: (Please note that Members can complete no more than 170 hours of Resource Attainment Activities. Resource Attainment activities must raise money that goes directly to Member service projects. Members may NOT raise general funds, write federal grants, or write grants to cover your site's cash match.)

a. Priority Project: *Source Environmental Education Supplies for Firstbloom*
The member will contact vendors of healthy foods, hiking and camping equipment, native plant producers, and garden suppliers to request donations for the Firstbloom program. Tools and garden supplies may also be used in riparian/wetland restoration efforts.

i. Projected Hours: 40

ii. Estimated Outcomes:

1. Number of Donations (Grants, Services, Goods, etc): *Food for one Firstbloom camp trip to a national park. Hiking and camping goods to support the Firstbloom program (this may include sleeping bags, tents, hydration packs, water bottles, etc.) as they visit national parks and learn about environmental stewardship.*

2. Dollar Amount of Donation: ~\$1000

b. Resource Attainment Totals:

i. Total Projected Hours: 40

ii. Total Estimated Outcomes:

1. Number of Donations: *Food for one Firstbloom camp trip to a national park. Hiking and camping goods to support the Firstbloom program (this may include sleeping bags, tents, hydration packs, water bottles, etc.) as they visit national parks and learn about environmental stewardship.*

2. # of Hours Served by Volunteers: 8

5. Member Training and Development: (Please note that Members can complete no more than 340 hours of training.)

- a. **SNAP Specific Trainings:** Required SNAP Member Orientation, Spring Training and Service Projects, Fall Training and Sierra Nevada Alliance Annual Conference, and Graduation
 - i. **Projected Hours:** 130 Hours
- b. **Site Specific Orientation:** *Bishop Paiute Tribe Employee Orientation*
The SNAP member will attend the Tribe's Employee Orientation, just as a regular employee would to become familiar with the Tribe and its policies. The member will visit other Tribal departments to meet staff and become familiar with their programs.
 - i. **Projected Hours:** 20
- c. **Site Specific Training:** *NPS Interpretation Training*
The SNAP member will attend Interpretation Training with local NPS staff. The training will range from Visitor Experience training to Safety training and Natural Resource training.
 - i. **Projected Hours:** 40
- d. **Site Specific Training:** *Tribal Ecological Knowledge and/or Climate Change Training*
The SNAP member will attend various trainings related to Tribal Ecological Knowledge and/or current Climate Change trainings related to the Great Basin region as funding is available.
 - i. **Projected Hours:** 20
- e. **Site Specific Training:** *GIS/Trimble Survey Training*
The SNAP member will participate in a number of online GIS self-pace trainings at the direction of their supervisor in relation to the SNAP service plan. Trimble survey training will be provided by Bishop Paiute Tribe Environmental Management Office staff for watershed assessment projects.
 - i. **Projected Hours:** 80
- f. **Member Training and Development Totals:**
 - i. **Total Projected Hours:** 250

6. Total Hours: 1650

7. Percentage Totals:

- a. **Watershed Restoration and Assessment:** $(800/1650) = 48\%$
- b. **Watershed Education and Outreach:** $(200/1650) = 12\%$
- c. **Volunteer Recruitment and Support:** $(360/1650) = 22\%$
- d. **Resource Attainment:** $(40/1650) = 2\%$
- e. **Member Training and Development:** $(250/1650) = 15\%$