Archaeologist - Pohakuloa Training Area, Hawaii

Colorado State University

Archaeologist - Pohakuloa Training Area, Hawaii

Working Title Archaeologist - Pohakuloa Training Area, Hawaii

Position Location U.S. Army Garrison, HI

Is this position eligible for hybrid or remote work? No

Research Professional Position Yes

Posting Number 202201478AP

Position Type Admin Professional/ Research Professional

Classification Title Research Associate II

Number of Vacancies 1

Work Hours/Week 40

Proposed Annual Salary Range $66,000 - $86,000

Employee Benefits

Colorado State University (CSU) is committed to providing employees with a strong and competitive benefits package that supports you, your health, and your family. Visit CSU’s Human Resources website for detailed benefit plan information for permanent full-time and part-time faculty and administrative professional employees in the following University benefit areas: https://hr.colostate.edu/hr-community-and-supervisors/benefits/benefits-eligibility/ & https://hr.colostate.edu/prospective-employees/our-perks/.

To ensure full consideration, applications must be received by 11:59pm (MT) on 10/10/2022

Description of Work Unit

CEMML is a research, education and service unit within the Warner College of Natural Resources at CSU. CEMML applies the latest and most appropriate science to promote the sustainable management of natural and cultural resources on Department of Defense (DoD) and other public lands. We provide technical support, conduct applied
research, and offer career development and learning opportunities to support resource stewardship. We collaborate with our sponsors and within CSU to resolve complex environmental issues, leaving a legacy of science-based decisions that sustain our resources for future generations.

To learn more about CEMML's contributions to land management, our mission, vision, and values, visit http://www.cemml.colostate.edu/.

LOCATION: The U.S. Army Garrison, Hawaii provides installation management service and support for Army and civilian personnel, as well as military family members and retirees, at Fort Shafter, Fort DeRussy, Tripler Army Medical Center, Schofield Barracks, Wheeler Army Airfield, Kahuku Training Area, Makua Military Reservation, and Pohakuloa Training Area along with Kilauea Military Camp and Kawaihae Harbor, and additional smaller areas located throughout the islands of Oahu and Hawaii. The Directorate of Public Works, Environmental Division supports the U.S. Army's commitment to environmental excellence in all aspects of the Army's mission in Hawaii. While balancing the unique considerations of mission, community and the environment, the Environmental Division assists U.S. Army Hawaii to continuously strive to improve its environmental performance and seeks to lessen environmental footprint and prevent pollution; minimize impact on the Hawaiian land; conserve, preserve and protect our natural and cultural resources; and comply with all applicable environmental laws and regulations.

Position Summary

An Archaeologist (Research Associate II) position is available with the Center for Environmental Management of Military Lands (CEMML) to provide on-site program support for the Cultural Resources Management Program, Environmental Division in the Directorate of Public Works, U.S. Army Garrison, Hawaii (USAG-HI). This position will be duty-stationed at Pohakuloa Training Area on the Island of Hawaii. This position involves a combination of office and field activities. Relocation expenses may be available; conditions apply.

The Archaeologist will work closely, and in collaboration with, the CEMML Cultural Resources Project Director (Supervisor) and the USAG-HI Cultural Resource Managers (CRMs) and staff at Pohakuloa Training Area. This position functions as part of a team to support the Army's cultural resources management and compliance tasks, including preparing plans and reports, accompanying cultural accesses, conducting archaeological monitoring, site recording, pedestrian survey, data collection and input, implementing data recovery plans, drafting National Register evaluations and other assigned tasks/projects.

Responsibilities may include, but are not limited to, the following: Coordinate scheduling and support from individuals in the U.S. Army, CEMML, and contractors to accomplish fieldwork. Work with a team of archaeologists and technicians. The Archaeologist will also participate in educational and outreach activities.
Must be able to communicate and interact with internal/external staff, Army officials, Soldiers and public in a professional manner. Work requires a high degree of independent judgment/decision making, technical writing and organizational skills, attention to detail, and people skills.

Fieldwork may be strenuous and may involve a variety of environmental conditions such as variable weather, temperature and, humidity, dense jungle, high desert, steep slopes, rough terrain, high altitudes, and occasionally subterranean locations (lava tubes, caves, tunnels, bunkers) if authorized by the USAG-HI CRMs in accordance with an approved risk assessment. Travel by helicopter may be required on rare occasions. Must be able to drive a 4-wheel drive vehicle over rough terrain. Conduct fieldwork under strenuous and extreme outdoor conditions. Backpacking day-trips of several hours are commonly required over rough terrain in remote areas at elevations ranging from sea level up to 10,000 feet.

Beginning Monday, August 16, 2021, Colorado State University has mandated vaccinations against COVID-19. Faculty and staff are required to submit their vaccine status or declare an exemption. More information about the vaccination mandate can be found on the CSU COVID-19 Information & Resources site here.

**Required Job Qualifications**

• BS/BA degree in anthropology, archaeology, historic preservation, history, or related field.

• Minimum of three (3) years of professional work experience in archaeology, including experience in pedestrian archaeological field survey, mapping and recording archaeological sites, and participating in National Register evaluations.

• Familiarity with Federal historic preservation laws and regulations, especially the National Historic Preservation Act, Native American Graves Protection and Repatriation Act, and Archaeological Resources Protection Act.

• Working knowledge of cultural resource applications of Geographic Information Systems (GIS) and Global Positioning Systems (GPS) technology.

• Willingness to work in a highly structured work environment with established lines of authority, procedures, and protocols.

• Proficiency with Microsoft Office Suite.

• Must have a valid driver's license or the ability to obtain a driver's license by the employment start date.
• The successful candidate must be legally authorized to work in the U.S. by proposed start date; CEMML will not provide visa sponsorship for this position.

• Must be physically able to hike up to ten (10) miles per day, and carry and handle equipment weighing up to twenty-five (25) pounds. Long periods of standing, walking over rough uneven surfaces, recurring bending, stooping, lifting, reaching, digging, or similar activities are expected.

• Must attend the U.S. Army UXO safety awareness training prior to working in those areas, and maintain the awareness training annually for the duration of employment.

• Must possess certification in First Aid/CPR/AED (or be able to obtain within three (3) months from date of hire) and maintain active certification for duration of employment.

Preferred Job Qualifications

• MS/MA degree in anthropology, archaeology, history, historic preservation, or a related field.

• Highly qualified candidate will possess greater than three (3) years of professional work experience that demonstrates proficiency in archaeological research, including research design, mitigation plans, fieldwork, analysis, and report writing.

• At least one (1) year of successful professional work experience as a supervisor and/or Field Director/Crew Chief.

• Experience conducting Phase I and II field investigations and authoring reports and other documentation for state and local level review.

• Demonstrate professional expertise in working with Federal historic preservation laws and regulations that govern cultural resource management (e.g., the National Historic Preservation Act)

• The most highly qualified candidate will demonstrate knowledge of cultural resource issues on U.S. military installations and Department of Defense and U.S. Army polices and processes related to cultural resources management, as gained through working for, or with, the Department of Defense.

• Previous field experience in the Pacific region, particularly the Hawaiian Islands, is preferred.

• Proficiency in Geographic Information Systems (GIS) software including ArcGIS 10.X and/or ArcGIS Pro.

• Excellent communication and organizational skills, ability to work with a wide range of data, and meet deadlines.
Diversity Statement

Reflecting departmental and institutional values, candidates are expected to have the ability to advance the Department's commitment to diversity and inclusion.

Essential Duties

Job Duty Category Inventory, Documentation, and Evaluation of Cultural Resources

Duty/Responsibility

• Work collaboratively as part of a team to survey, document, evaluate and periodically monitor cultural resources.

• Collect GPS data and provide information for the regular maintenance of the Geographic Information Systems (GIS) archaeological site database.

• Respond to discovery situations.

• Perform archaeological surveys and prepare survey reports and site records.

• Revisit known archaeological sites to collect additional data, document the current condition, and prepare site condition reports.

Percentage Of Time 40

Job Duty Category Cultural Resources Management

Duty/Responsibility

• Assist with project and document review, conduct background/archival research, and provide professional input and analysis, as requested by USAG-HI CRMs, and as required for compliance under NAGPRA, ARPA, NEPA, HEPA, HRS-6E, etc.

• Collaborate with USAG-HI CRMs in implementing the Integrated Cultural Resources Management Plan (ICRMP) and coordination of cultural resources management program objectives and activities.

• Participate in project reviews of Army undertakings, including construction and renovation projects, military training, etc. to consider effects on historic properties and write, prepare, assemble, and distribute NHPA compliance documentation, as directed.

• Based on research and investigations, compile sufficient information to conduct NRHP eligibility evaluations and provide recommendations to the USAG-HI CRMs for final determination.
• Attend meetings, work groups, and briefings in order to stay updated on projects that may impact cultural resources.

• Support and assist in implementing quality assurance plans for external contracts, including conducting field-checks and review deliverables in accordance with applicable contract requirements.

**Percentage Of Time 40**

**Job Duty Category** Administrative Operations

**Duty/Responsibility**

• Communicate and schedule with USAG-HI CRMs and Range Office(s).

• Complete equipment and supplies inventory, maintenance, and acquisition. This includes determining purchase sources for equipment and supplies and assisting in generating procurement requests.

• Assure proper tracking and storage of supplies and equipment.

• Maintain and service equipment including vehicles.

**Percentage Of Time 10**

**Job Duty Category** Outreach and Education

**Duty/Responsibility**

• Participate in education and outreach activities including escorting cultural access groups and providing Soldier briefs of cultural resource sensitivity.

• Contribute to the development of cultural resources education and outreach materials and displays.

**Percentage Of Time 5**

**Job Duty Category** Other Duties

**Duty/Responsibility**

Performs other duties as assigned.

**Percentage Of Time 5**
Application Details

Special Instructions to Applicants

Applicants must meet the minimum qualifications in the announcement to be considered for hire. Apply no later than October 10, 2022 for full consideration. Mailed or emailed applications will not be accepted.

Upload each of the items below individually as a Word Document (.doc), PDF (.pdf), or Rich Text Format (.rtf). Please note that incomplete applications cannot be considered. Please remove social security numbers and birthdates from application materials. A complete application consists of:

1) Statement of Qualifications (one-page letter addressing each qualification described in the announcement) uploaded in the ‘Cover Letter’ slot.

2) Resume

3) References - please include within your application contact information for 3 professional references including at least one supervisor.

References will not be contacted without prior notification of candidates.

Conditions of Employment

Pre-employment Criminal Background Check (required for new hires), Valid Driver’s License, Special Requirements/Other - Must be able to comply with all applicable regulations to obtain a Department of Defense Common Access Card (CAC) and public trust clearance. Furthermore, candidates are required at a minimum to complete a NACI/SF85 and successfully pass a federal background check.

Search Contact
Amanda Wallander  
mailto:(Amanda.Wallander@colostate.edu)

EEO Statement

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity/expression, or pregnancy in its employment, programs, services and activities, and admissions, and, in certain circumstances, marriage to a co-worker. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity and equal access institution and affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.
The Title IX Coordinator is the Director of the Office of Title IX Programs and Gender Equity, 123 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-1715, mailto:titleix@colostate.edu.

The Section 504 and ADA Coordinator is the Director of the Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836, mailto:oeo@colostate.edu.

The Coordinator for any other forms of misconduct prohibited by the University's Policy on Discrimination and Harassment is the Vice President for Equity, Equal Opportunity and Title IX, 101 Student Services Building, Fort Collins, Co. 80523-0160, (970) 491-5836, mailto:oeo@colostate.edu.

Any person may report sex discrimination under Title IX to the Office of Civil Rights, Department of Education.

**Background Check Policy Statement**

Colorado State University strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks for the finalist before a final offer. The type of background check conducted varies by position and can include, but is not limited to, criminal history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will also be conducted when required by law or contract and when, in the discretion of the University, it is reasonable and prudent to do so.

**To apply, visit:** https://apptkr.com/3474027

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