



At work on a prescribed fire.

Ray Entz  
**Director of Wildlife & Terrestrial Resources**  
Natural Resource Department,  
Kalispel Tribe

**TYPE OF WORK**  
I provide planning, budgeting, oversight, and policy level support for three terrestrial programs - Wildlife, Forestry/Fuels, and Cultural Resources Management (Archeology).



## TYPICAL DAY:

I am busiest supporting the Department's policy needs over phone calls and through emails. Some days I do field work like surveys, implementation, or prescribed burning. I also supervise and mentor, attend meetings, and develop and deliver briefings for the Kalispel Tribal Council.

## CAREER PATHWAY:

I completed a bachelor's degree in biology and a master's degree in ecology. I was offered a position as a Wildlife Biologist managing wetland mitigation properties with the Kalispel Tribe's Natural Resources Department shortly after I graduated. I have worked there for 30 years, slowly moving from field biologist to program manager to the division director.



Building habitat piles.

### TOOLS OF THE TRADE

Munsell soil color chart, excavator/bulldozer, drip torches, GPS/GIS, tablet/computer

### SALARY RANGE

\$100,000+

### EDUCATION

Master's Degree

### IMPORTANT SKILLS

A natural resources science degree, 15-20 years of experience in program level management, excellent leadership and communication skills

### FAVORITE TOOL

I enjoy using heavy equipment to help implement restoration work. It is an awesome time being directly responsible for habitat changes on-the-ground that persist through time.

"I enjoy working in a strong, collaborative team that prioritizes conservation."

- Ray Entz

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