

~ MARCH 1, 2021 ~



NEZ PERCE TRIBE

JOB OPENINGS

NOTICE

To help lessen the spread of the coronavirus, the Human Resource Department is staffed at less than full capacity. We strongly encourage clients and/or community members to contact us by phone or email. This decision has been made to follow social distancing recommendations. We ask that in-person visits only take place to deal with essential business needs until the emergency declaration is lifted, as our main door will generally be locked. Please bear with us during this difficult time, and plan ahead as much as possible as certain processing times may be delayed.

To Applicants: To prevent the progression and spread of the novel coronavirus, the Human Resource Department encourages potential candidates to submit applications electronically to teamhr@nezperce.org. We also have a drop box available which is located on our office door.

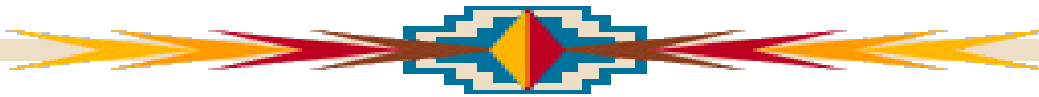
Staff should be contacted by phone or email until further notice at (208) 843-7332 or teamhr@nezperce.org. Thank you for your understanding.

ACTIVE JOB SEEKERS LIST

In addition to our internal and external job opportunities, there are occasional temporary appointments. If you are interested in joining our active job seekers, please submit a completed Nez Perce Tribe application with a current driver's license record (DLR). Active job seekers will be screened accordingly and referred to temporary appointments based on education, qualifications and experience. Tribal/Indian preference applies. Certain positions may require a valid driver's license with ability to be insurable under the Tribe's policy.

Open only to qualified IN HOUSE applicants for the following positions:

In compliance with the Human Resource Manual 2.2.4: All vacancies will be advertised "IN HOUSE" for all employees and Tribal members for a minimum of two weeks. Should a qualified RIF'ED employee apply, they will be given preference per the Nez Perce Tribe HRM 4.10.

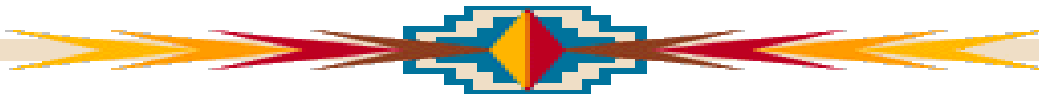


The Nez Perce Tribe Senior Citizen Program is recruiting for: **BUS/VAN DRIVER [HR-18-104] (Kamiah)** part-time (29 hours or less per week). To transport senior citizens to and from activities, to and from grocery store, to post-office and appointments. Responsible for the delivery of meals on a daily basis. Works according to Vehicle Use and Maintenance Manual and other policies that apply. Position is under the supervision of the Senior Citizen Coordinator. Requires High School Diploma/GED, or specialized vocational training. Requires six (6) months bus/van operation. Must successfully pass an extensive background check upon hire. Requires a valid driver's license with the ability to be insured under the Tribes policy. Requires a Commercial Driver's License within six (6) months of employment. Class description available at the NPT Human Resources Department. Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 7)**

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **(1) BUS OPERATOR [HR-18-119] (On-Call/Kamiah)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires an Idaho Commercial Driver's License (Class C CDL) to include passenger endorsement. No Driving While intoxicated (DWI) conviction within the last thirty-six (36) consecutive months; not more than one (1) DWI on entire driving record; and not more than three (3) moving violation convictions with the last thirty-six (36) months. Must pass the Department of Transportation (DOT) physical (medical) exam performed by a qualified DOT physician listed on the Federal Motor Carrier Safety Administration physicians list, which includes a drug screen in order to operate Appaloosa Express vehicles. Class description available at the NPT Human Resources Department. Must have five (5) years' experience in the operation of a motor vehicle. One (1) year experience operating a commercial motor vehicle and one (1) year in a customer service environment is preferred. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 12)**

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **(2) BUS OPERATORS [HR-18-120] (On-Call/Lapwai)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires an Idaho Commercial Driver's License (Class C CDL) to include passenger endorsement. No Driving While intoxicated (DWI) conviction within the last thirty-six (36) consecutive months; not more than one (1) DWI on entire driving record; and not more than three (3) moving violation convictions with the last thirty-six (36) months. Must pass the Department of Transportation (DOT) physical (medical) exam performed by a qualified DOT physician listed on the Federal Motor Carrier Safety Administration physicians list, which includes a drug screen in order to operate Appaloosa Express vehicles. Class description available at the NPT Human Resources Department. Must have five (5) years' experience in the operation of a motor vehicle. One (1) year experience operating a commercial motor vehicle and one (1) year in a customer service environment is preferred. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 12)**

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (ENTRY LEVEL) [HR-18-187]** full-time regular. To protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city, state, and federal laws, ordinances, codes, and regulations for assigned area of responsibility. Works within a general outline of work to be performed; develops work methods and sequences under general supervision. Must reside within a thirty (30) mile radius of assigned workplace and response from residence to the Nez Perce Indian Reservation within thirty (30) minutes of notification when on-call or recalled to duty for emergencies and manning shortfalls. Requires a high school diploma/GED, and college level education preferred. Requires proof of U.S. citizenship. Entry level officer must be at least twenty-one (21) years of age. The selected candidate must successfully complete an honesty interview and polygraph, physical test, drug urinalysis, psychological and medical



evaluation, and a complete background investigation prior to hire and to retain employment. The candidate must enter into a contract with the Tribe to work for four (4) consecutive years from date of hire. Must not have a dishonorable, bad conduct or discharge other than honorable from the military service. Requires a positive work history that reflects strong work ethic, good character and a willingness to learn and follow instruction. Successful applicants will be placed on a one (1) year probationary period to be completed before permanent assignment. NPT Police Department application forms are available at the NPT Human Resources Department. Class description available at the NPT Human Resources Department. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 15)

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-19-185]** full-time. To direct staff and protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city state, and federal laws, ordinances, codes and regulations for assigned area of responsibility. Works within a general outline of work to be performed; develop work methods and sequences under general supervision. Prefer to be willing to reside within the boundaries of the Nez Perce Reservation or resides within a thirty (30) mile radius of assigned workplace and responds from residence to the Nez Perce Indian Reservation within thirty (30) minutes of notification when on-call or recalled to duty for emergencies and manning shortfalls. Requires a High School Diploma/GED or equivalent and formal training, special courses, or self-education equivalent to satisfactory completion of one (1) year of college education or specialized advanced training in Law Enforcement or a closely related field. Requires proof of U.S. citizenship. Lateral entry officer must be at least twenty-one (21) years of age. Requires basic police officer training course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officers Standards and Training (POST) Academy from any state. Selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to hire and to retain employment. The candidate must enter into a contract with the Tribe to work for four (4) consecutive years from date of hire. Requires at least two (2) years of continuous law enforcement service as an active member of a Federal, State, Tribal, County, Municipal, or local police law enforcement agency or department. Class description available at the NPT Human Resources Department. NPT Police Department application forms are available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) from the state(s) where you have been licensed to drive within the last three years. **Open until filled.** (Grade 16)

The Nez Perce Tribe Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **COOK [HR-19-189] (Full-Time/Lapwai).** To ensure quality service and planning of meals which meet the children's needs in a Head Start, Early Head Start, and CCDF setting and complies with Tribal, federal, state, and local regulations. Requires a High School Diploma/GED or specialized vocational training, and three (3) months experience in volume food preparation and cooking; to include cycle menu planning, purchasing and inventory, food demonstration, and ability to communicate effectively and teach in the classroom and parent and staff training. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Incumbent shall obtain Food Handler's card within ninety (90) days of hire. Requires a background check, physical exam, and TB test prior to appointment. Must obtain CPR and First Aid Certification within ninety (90) days from date of employment. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 5)

The Nez Perce Tribe Department of Technology/Wireless is recruiting for: **CABLE TECHNICIAN III [HR-20-102]** This position will be four (4) ten (10) hour days; Friday, Saturday, Sunday and Monday, and work holidays. To



provide support and installation of technological cables and telecommunication hardware. Works within a general outline of work to be performed developing work methods and sequences under direct supervision of the Cable Technician III-Lead. Duties may also include providing project level supervision and management as well as performing technical labor applications of fieldwork. General duties include; Provide assistance with category 5, 6, 6E cable installation and fiber, handling 100 lbs. of cable; Tower Climbing for installation of hardware, maintenance of hardware and alignment of equipment; Install wall jacks and computer network lines according to work request. Requires a high school diploma/GED. Background check is required within the first three (3) months of employment. Must obtain tower climbing certificate within one (1) year of employment. Requires one (1) year experience to project needs and six (6) months leadership experience preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 10)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **ASSOCIATE JUDGE [HR-20-104]** part-time. To preside over civil, criminal, and juvenile matters heard in the Nez Perce Tribal Court, to assist the Tribal Court Chief Judge in scheduling hearings and other court matters, and to preside over specialty court matters (for example, Healing to Wellness Court) as needed and assigned. Responsible for legal decision-making, application of relevant law to facts to reach conclusions, for training, planning, fiscal management, policy, and reporting. Works within broad policy and organizational guidelines; independently plans and implements projects; reports progress of major activities through periodic conferences and meeting. Supervised by the Chief Judge. Requires State Bar membership in good standing. Requires a Law (Juris Doctor) degree. Requires at two (2) years' litigation experience, with litigation experience in a tribal court preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 27)

The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-20-123] (Full-Time/Lapwai)** August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as directed in delivery of services to children and their families; Requires working with children 0-5 years of age; Requires light work that involves walking, standing, kneeling, stooping, bending, sitting on chair or floor, and carrying or lifting up to 50 pounds on a recurring basis. Promotion of clean safe, and cheerful environment for children, also establishing and maintaining consistency of rules. Assists in all phases of classroom operations. Assist with children in daily classroom functions; eat and interact with children at meal times, serving as an appropriate model to the children. As directed by Lead Teacher or Teacher Assistant prepare materials as needed to carry out weekly lesson plans. Attend and participate in staff meeting, training programs, and teaching workshops; successfully complete CDA certification within six (6) months of appointment, and maintain CDA certification as required. Bus monitoring duties as assigned; actively supervise children at all times. Assists in keeping the building and playground in clean and safe condition. Complete janitorial duties as assigned. Perform other duties/tasks as directed/assigned. Requires High School Diploma/GED. Shall obtain Food Handler's card, CPR and First Aid Certification. Requires criminal background check/fingerprint check, physical exam, and TB test prior to appointment. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **Open until filled.** (Grade 6)

The Nez Perce Tribe Water Resources Division is recruiting for: **WASTEWATER & WATER OPERATOR /LAB ANALYST TECHNICIAN IV [HR-20-138]** full-time regular. The Nez Perce Tribe Utilities Program operates and maintains three (3) water systems (North Lapwai, South Lapwai, and Kamiah), a MBR wastewater treatment plant

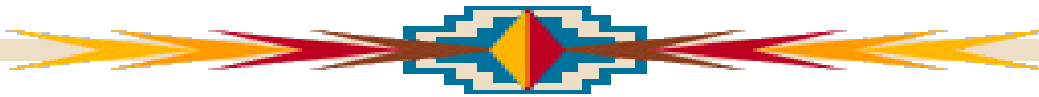


which serves the Lapwai Valley and a sewer system in Kamiah which serves two (2) Nez Perce Tribe housing developments. Requires six (6) years of relevant experience, wastewater operator certification at a Level II, and a laboratory background. And the ability to attain a Level III within one (1) year of hire. Secondary certification in water operation desired; not required. Must maintain 6CEU's per year to maintain certification. Requires six (6) years' experience to project needs. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 15)

The Nez Perce Tribe Environmental Restoration & Waste Management (ERWM) Program is recruiting for: **HANFORD LONG TERM STEWARDSHIP COORDINATOR [HR-20-146]** full-time regular. The position will be responsible for reviewing, analyzing, and developing written comments on activities at the Hanford Site. Requires a Bachelor's degree or Master's degree or PhD in Natural Resource, Environmental Science, Nuclear Science, Soils or a closely related field. Requires 8-years professional experience with Bachelor's or 5-years professional experience with Master's, or 2-years professional experience with PhD. Experience must be at a professional level. Requires three (3) year supervisory. Required knowledge, skills and experience with; the development of experimental study designs, advanced statistical analysis, monitoring and evaluation of large-scale management programs, report writing, journal publications and professional presentations. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 24)

The Nez Perce Tribe Early Childhood Development is recruiting for: **EARLY HEAD START TEACHER(S) [HR-20-167] (Full-Time/Kamiah)** August through May (nine (9) months), forty (40) hours per week, Monday through Friday. To guide and assist in the classroom activities. Responsible for planning, implementing and evaluating educational activities in compliance with the Head Start Performance Standards. Works within a general outline of work to be performed, developing work methods and sequences under general supervision. Must obtain CPR, First Aid Certification and Food Handler's card within for forty-five (45) days from date of employment. Requires high school diploma/GED and CDA certification; or three (3) college credits in early childhood education with requirement that incumbent shall obtain CDA certification within four (4) months of hire. Requires previous experience working with children 0-5 years of age. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Demonstrate knowledge and ability to apply early childhood education philosophy dealing with the "whole Child" to include working with special needs children. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 7)

The Nez Perce Tribe Department of Education/Mam'asnim Hit'eemenwees is recruiting for: **HEALTH & SAFETY SPECIALIST [HR-20-179] (Full-Time/Lapwai).** This position is responsible for the Health, Nutrition, and Safety Components as provided in the Head Start Performance Standards and in accordance with Tribal and federal guidelines. Responsible for the coordination of health, nutrition, and safety services to children and families enrolled in the program. Acts as liaison working with local health providers and community agencies. Will work closely with the program's health, nutrition, and safety consultants, and coordinates with division staff, teacher, and parents in the areas of child health, nutrition, and safety. Responsible for coordinating training in the areas of child health, nutrition and safety, to include staff health and safety. Responsible for monitoring and compliance with the Head Start Performance Standards in the areas of health, safety, and nutrition and the USDA CACFP. The position supervises the Food Service Division and staff and is under the direct supervision of the Program Director. Requires

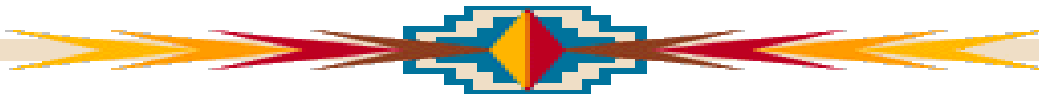


a Bachelor's degree in public health, nursing, health education, maternal and child health or health administration or related health/human services field. Requires one (1) year experience in public health, nursing, health education, maternal and child health or health administration or related health//human service field; prefer health experience in birth to five (5) years of age. Requires one (1) year supervisory experience. Experience working with culturally diverse and low-income families. Demonstrated leadership ability in designing training programs. Must possess and demonstrate excellent public communication skills, public relation and organization skills. Must obtain certification as First Aid, CRP/AED Instructor within first (1) year from date of employment. Must obtain first Aid, CPR/AED Certification within ninety (90) days from date of employment. Must obtain Food Handlers certification within ninety (90) days from date of employment. Requires criminal background check or fingerprint check, physical exam, TB test. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 16)

The Nez Perce Tribe Administration Department is recruiting for: **TEWEEPUU COMMUNITY CENTER AIDE [HR-20-180] (Full-Time/Orofino)**. To assist and provide support in the operation of the community center and activities; may require evening, weekend and/or holiday work hours as applicable. Responsible for general administrative task support and maintenance. Requires High School Diploma/GED, or specialized vocational training in closely related field. Requires over six (6) months experience. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 6)

The Nez Perce Tribe Social Services - 'ÚUYIT KIMTI (New Beginnings) is recruiting for: **ADVOCATE OF SAFETY & WELLNESS [HR-20-185] (Full-Time/Kamiah)**. To provide direct services, advocacy, and support for American Indian Victims of Crime on the Nez Perce Reservation. This position is under the direct supervision of the 'Úuyit Kímti Director and will collaborate with providers as listed on the Wellness Model and Services Instrument supporting Victim Center, culturally responsive and trauma informed care for victims of crime. Areas of crime that this project and class will serve include: homicide, family violence, gang violence, youth violence, human trafficking, sexual assault, domestic violence, battery and assault, identity theft, hate crimes, and drug endangered children, children witnessing domestic violence in their home. Requires Associates degree or two (2) years of college completed in related field of criminal justice, social services, social work or three (3) years of work-related experience in prosecution/victim advocacy in domestic violence cases and/or tribal prosecutor's office experience substitutes for one (1) year of college. Requires two (2) years successful work experience in Social Work, Law enforcement, a Prosecutor's Office, Court or closely-related program. Must have familiarity with law enforcement, prosecutorial, and judicial processes and of local social service agencies and resources. Must be experienced in working with American Indian families and demonstrate successful advocacy and work experience in this field. Must have a positive work history, upstanding character and demonstrate compassion for community and wellness. Requires a background check to be completed within thirty (30) days of hire. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 13)

Re-Advertised: The Nez Perce Tribe Water Resources Division is recruiting for: **WATER RIGHTS PROGRAM COORDINATOR [HR-21-114] (Full-Time/Lapwai)** To administer the Tribe's water rights by performing tasks such as developing and issuing permits and monitoring compliance; conducting field investigations to measure

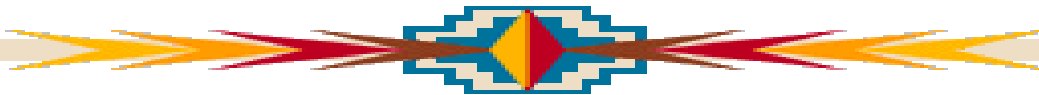


quantity of surface and ground water diversions; inventorying existing water rights and uses and creating a geospatial database; installing and maintaining streamflow gaging stations and measuring in-stream flow rates; technical report writing; budget management; professional presentations; and grant writing. Position requires a bachelor's degree in hydrology, engineering, biology, environmental science, or related physical or biological science field (M.S. preferred). Requires three (3) years related professional experience or one (1) year professional experience with Master's degree (experience must be at the professional level). Minimum one (1) year supervisory experience required. A successful candidate will have working knowledge of algebra, geometry and trigonometry, experience determining a system's water diversion and conveyance capacity, experience using GIS, and be able to apply Tribal, federal, and state regulations and laws pertaining to water appropriation and/or use in a professional setting. Please include cover letter/resume elaborating on qualifications and interest, plus three letters of references. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

Re-Advertised: The Nez Perce Tribe Water Resources Division is recruiting for: **BROWNFIELDS TRIBAL RESPONSE PROGRAM COORDINATOR [HR-21-116] (Full-time/Lapwai)** To manage and complete deliverables on multiple grants, including tasks such as conducting and overseeing environmental site assessments; data collection, analysis, and management; contract creation and supervision of subcontractors; technical report writing; budget management; professional presentations; and grant writing. Position requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, or related physical or biological science field (M.S. preferred). Requires three (3) years related professional experience or one (1) year professional experience with Master's degree (experience must be at the professional level). Minimum one (1) year supervisory experience required. A successful candidate will have knowledge and experience with experimental study design, statistical analysis techniques, and environmental site assessments and remediation of contaminated properties. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

Re-Advertised: The Nez Perce Human Resources Department is recruiting for: **BENEFITS TECHNICIAN [HR-20-181] (Full-time/Lapwai).** The primary responsibility of the position is to assist the Human Resources Generalist and coordinate Tribal employee benefits; to include but no limited to, retirement plan, group health/medical insurance plans, life insurance, and other benefits. Requires to provide employee orientation for the purpose of education, explaining, and interpreting benefits. Responsible to maintain benefits records, management data systems and files. The position is supervised by the Human Resources Generalist. Requires an Associate's degree or vocational technical degree. Three (3) years' experience will substitute for one (1) year of formal education. Must be able to pass a background check. Requires one (1) year experience in employee benefits administration; Tribal government preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled** (Grade 13)

The Nez Perce Tribe Department of Fisheries Management - Research Division is recruiting for: **FISHERIES TECHNICIAN(S) II [HR-21-110] (Full-time seasonal)** Positions are located in Joseph, OR, Orofino, Lapwai, and McCall, Idaho. Responsible for assigned duties relating to assistance in the collection, compilation, technical applications of field work that pertain to fisheries and other natural resources. Duties include installing and maintaining juvenile



and adult traps, handling, marking, identifying, and tagging fish, conducting redd surveys, entering field data into a computer, maintaining field sites and equipment, supervising personnel, and other related duties as assigned. Must be mechanically inclined and have good computer skills with work processing, spreadsheets, and databases. Must be highly motivated and have the ability to work independently and cooperatively with others. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Requires one (1) year of related experience to project needs and six (6) months leadership experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes 3/5/21.** (Grade 11)

The Nez Perce Tribe Department of Fisheries Management - Research Division is recruiting for: **FISHERIES TECHNICIAN III [HR-21-III] (Full-Time/Joseph Oregon)** To work for the Imnaha River Steelhead Status and Smolt Monitoring project. Knowledge and experience with fish population dynamics, conservation biology, monitoring and evaluation of artificial propagation programs, adult salmonid escapement monitoring, Chinook salmon redd counts, emigrant trapping PIT tagging, fish sampling techniques, and fish age and growth studies is desired. Must have excellent communications skills, both oral and written, and a basic understanding of data analysis and interpretation. Report writing skills are desired. Must be highly motivated and have the ability to work cooperatively with others or independently. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Requires three (3) years of related experience to project needs, and one (1) supervisory experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes 3/5/21.** (Grade 13)

The Nez Perce Tribe Department of Fisheries Resource Management - Harvest Division is recruiting for: **FISHERIES TECHNICIAN(S) I [HR-21-119] (Full-time seasonal).** Positions are located in the Snake River Basin. To perform duties relating to the collection, compilations, and file keeping of Tribal catch information pertaining to Nez Perce treaty fisheries in the Snake River tributaries. Duties include conducting assigned sampling tasks at various locations the Tribe authorizes fishing seasons. Responsibilities includes monitoring of Tribal fishing (catch and fishing effort) at assigned locations and collecting and recording data in the matter described, including working weekends and holidays in rotation with other staff. Position requires living in a remote field location for up to eight (8) days per shift between 2-3 months. Must be highly motivated and possess the ability to work cooperatively with others or independently in a remote field location. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes 3/5/21.** (Grade 9)

The Nez Perce Tribe Human Resources Department is recruiting for: **OFFICE SPECIALIST I [HR-21-120] (Full-time/Lapwai)** To assist with providing administrative and clerical support to the assigned department. Responsible for general reception duties, records management, and data processing under general supervision. Professionally handles incoming requests, greet clients and provide assistance as requested; answer telephones, log calls and relay messages; maintain copies of a wide array of Tribal applications, maintains knowledge of Tribal services; maintains well-ordered office files and records of all transactions/correspondence. Maintain confidentiality. Requires a High School Diploma/GED. Requires six (6) months experience. Prefer a valid driver's license and the ability to be insured under the Tribe's policy. Class description available at the NPT Human Resources Department. The



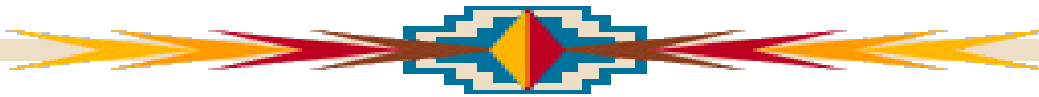
Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **This position closes 3/5/21. (Grade 5)**

The Nez Perce Tribe Dept. of Child Support Enforcement Program (CSEP) is recruiting for: **PROSECUTOR/ ATTORNEY [HR-21-121] (Lapwai)** This is a part-time position 30 hours per week. To provide civil attorney and prosecution services for the Child Support Enforcement Program. Represent the Nez Perce Tribe in Child Support Enforcement and juvenile cases before the Nez Perce Tribal Court, including but not limited to case review, trial preparation, legal research and witness interviews. Prosecute and enforce Tribal Child Support Enforcement civil regulatory law, both as contained in the Nez Perce Tribal Code; and orders of the Tribal Court. Coordinate prosecutorial efforts with Child Support Enforcement Program, Social Service programs, law enforcement agencies and other prosecutor's offices. Requires a Juris Doctorate or Bachelor of Law (LLB) degree from an accredited law school (please submit copy). Requires active membership in a state bar association in good standing. Requires one (1) year experience in prosecution or criminal defense. Experience with child support enforcement preferred. Experience with basic federal Indian laws especially as it relates to sovereignty and child and families. Class description available at the Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 20)**

Open to ALL qualified (General Public) for the following positions:

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (ENTRY LEVEL) [HR-18-187]** full-time regular. To protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city, state, and federal laws, ordinances, codes, and regulations for assigned area of responsibility. Works within a general outline of work to be performed; develops work methods and sequences under general supervision. Must reside within a thirty (30) mile radius of assigned workplace and response from residence to the Nez Perce Indian Reservation within thirty (30) minutes of notification when on-call recalled to duty for emergencies and manning shortfalls. Requires a high school diploma/GED, and college level education preferred. Requires proof of U.S. citizenship. Entry level officer must be at least twenty-one (21) years of age. The selected candidate must successfully complete an honesty interview and polygraph, physical test, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to hire and to retain employment. The candidate must enter into a contract with the Tribe to work for four (4) consecutive years from date of hire. Must not have a dishonorable, bad conduct or discharge other than honorable from the military service. Requires a positive work history that reflects strong work ethic, good character and a willingness to learn and follow instruction. Successful applicants will be placed on a one (1) year probationary period to be completed before permanent assignment. NPT Police Department application forms are available at the NPT Human Resources Department. Class description available at the NPT Human Resources Department. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 15)**

The Nez Perce Tribe Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **COOK [HR-19-189] (Full-Time/Lapwai)** To ensure quality service and planning of meals which meet the children's needs in a Head Start, Early Head Start, and CCDF setting and complies with Tribal, federal, state, and local regulations. Requires a High School Diploma/GED or specialized vocational training, and three (3) months experience in volume food preparation and cooking; to include cycle menu planning, purchasing and inventory, food demonstration, and ability to communicate effectively and teach in the classroom and parent and staff training. Must have excellent



demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Incumbent shall obtain Food Handler's card within ninety (90) days of hire. Requires a background check, physical exam, and TB test prior to appointment. Must obtain CPR and First Aid Certification within ninety (90) days from date of employment. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 5)

The Nez Perce Tribe Department of Technology/Wireless is recruiting for: **CABLE TECHNICIAN III [HR-20-102]** This position will be four (4) ten (10) hour days; Friday, Saturday, Sunday and Monday, and work holidays. To provide support and installation of technological cables and telecommunication hardware. Works within a general outline of work to be performed developing work methods and sequences under direct supervision of the Cable Technician III-Lead. Duties may also include providing project level supervision and management as well as performing technical labor applications of fieldwork. General duties include; Provide assistance with category 5, 6, 6E cable installation and fiber, handling 100 lbs. of cable; Tower Climbing for installation of hardware, maintenance of hardware and alignment of equipment; Install wall jacks and computer network lines according to work request. Requires a high school diploma/GED. Background check is required within the first three (3) months of employment. Must obtain tower climbing certificate within one (1) year of employment. Requires one (1) year experience to project needs and six (6) months leadership experience preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 10)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **ASSOCIATE JUDGE [HR-20-104]** part-time. To preside over civil, criminal, and juvenile matters heard in the Nez Perce Tribal Court, to assist the Tribal Court Chief Judge in scheduling hearings and other court matters, and to preside over specialty court matters (for example, Healing to Wellness Court) as needed and assigned. Responsible for legal decision-making, application of relevant law to facts to reach conclusions, for training, planning, fiscal management, policy, and reporting. Works within broad policy and organizational guidelines; independently plans and implements projects; reports progress of major activities through periodic conferences and meeting. Supervised by the Chief Judge. Requires State Bar membership in good standing. Requires a Law (Juris Doctor) degree. Requires at two (2) years' litigation experience, with litigation experience in a tribal court preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 27)

The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-20-123] (Full-Time/Lapwai)** August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as directed in delivery of services to children and their families; Requires working with children 0-5 years of age; Requires light work that involves walking, standing, kneeling, stooping, bending, sitting on chair or floor, and carrying or lifting up to 50 pounds on a recurring basis. Promotion of clean safe, and cheerful environment for children, also establishing and maintaining consistency of rules. Assists in all phases of classroom operations. Assist with children in daily classroom functions; eat and interact with children at meal times, serving as an appropriate model to the children. As directed by Lead Teacher or Teacher Assistant prepare materials as needed to carry out weekly lesson plans. Attend and participate in staff meeting, training programs, and teaching workshops; successfully complete CDA certification within six (6) months of appointment, and maintain CDA certification as required. Bus monitoring



duties as assigned; actively supervise children at all times. Assists in keeping the building and playground in clean and safe condition. Complete janitorial duties as assigned. Perform other duties/tasks as directed/assigned. Requires High School Diploma/GED. Shall obtain Food Handler's card, CPR and First Aid Certification. Requires criminal background check/fingerprint check, physical exam, and TB test prior to appointment. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **Open until filled.** (Grade 6)

The Nez Perce Tribe Water Resources Division is recruiting for: **WASTEWATER & WATER OPERATOR /LAB ANALYST TECHNICIAN IV [HR-20-138]** full-time regular. The Nez Perce Tribe Utilities Program operates and maintains three (3) water systems (North Lapwai, South Lapwai, and Kamiah), a MBR wastewater treatment plant which serves the Lapwai Valley and a sewer system in Kamiah which serves two (2) Nez Perce Tribe housing developments. Requires six (6) years of relevant experience, wastewater operator certification at a Level II, and a laboratory background. And the ability to attain a Level III within one (1) year of hire. Secondary certification in water operation desired; not required. Must maintain 6CEU's per year to maintain certification. Requires six (6) years' experience to project needs. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 15)

The Nez Perce Tribe Environmental Restoration & Waste Management (ERWM) Program is recruiting for: **HANFORD LONG TERM STEWARDSHIP COORDINATOR [HR-20-146]** full-time regular. The position will be responsible for reviewing, analyzing, and developing written comments on activities at the Hanford Site. Requires a Bachelor's degree or Master's degree or PhD in Natural Resource, Environmental Science, Nuclear Science, Soils or a closely related field. Requires 8-years professional experience with Bachelor's or 5-years professional experience with Master's, or 2-years professional experience with PhD. Experience must be at a professional level. Requires three (3) year supervisory. Required knowledge, skills and experience with; the development of experimental study designs, advanced statistical analysis, monitoring and evaluation of large-scale management programs, report writing, journal publications and professional presentations. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 24)

The Nez Perce Tribe Early Childhood Development is recruiting for: **EARLY HEAD START TEACHER(S) [HR-20-167] (Full-Time/Kamiah)** August through May (nine (9) months), forty (40) hours per week, Monday through Friday. To guide and assist in the classroom activities. Responsible for planning, implementing and evaluating educational activities in compliance with the Head Start Performance Standards. Works within a general outline of work to be performed, developing work methods and sequences under general supervision. Must obtain CPR, First Aid Certification and Food Handler's card within for forty-five (45) days from date of employment. Requires high school diploma/GED and CDA certification; or three (3) college credits in early childhood education with requirement that incumbent shall obtain CDA certification within four (4) months of hire. Requires previous experience working with children 0-5 years of age. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Demonstrate knowledge and ability to apply early childhood education philosophy dealing with the "whole Child" to include working with special needs children. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 7)



The Nez Perce Tribe Department of Education/Mam'asnim Hit'eemenwees is recruiting for: **HEALTH & SAFETY SPECIALIST [HR-20-179] (Full-Time/Lapwai)**. This position is responsible for the Health, Nutrition, and Safety Components as provided in the Head Start Performance Standards and in accordance with Tribal and federal guidelines. Responsible for the coordination of health, nutrition, and safety services to children and families enrolled in the program. Acts as liaison working with local health providers and community agencies. Will work closely with the program's health, nutrition, and safety consultants, and coordinates with division staff, teacher, and parents in the areas of child health, nutrition, and safety. Responsible for coordinating training in the areas of child health, nutrition and safety, to include staff health and safety. Responsible for monitoring and compliance with the Head Start Performance Standards in the areas of health, safety, and nutrition and the USDA CACFP. The position supervises the Food Service Division and staff and is under the direct supervision of the Program Director. Requires a Bachelor's degree in public health, nursing, health education, maternal and child health or health administration or related health/human services field. Requires one (1) year experience in public health, nursing, health education, maternal and child health or health administration or related health//human service field; prefer health experience in birth to five (5) years of age. Requires one (1) year supervisory experience. Experience working with culturally diverse and low-income families. Demonstrated leadership ability in designing training programs. Must possess and demonstrate excellent public communication skills, public relation and organization skills. Must obtain certification as First Aid, CRP/AED Instructor within first (1) year from date of employment. Must obtain first Aid, CPR/AED Certification within ninety (90) days from date of employment. Must obtain Food Handlers certification within ninety (90) days from date of employment. Requires criminal background check or fingerprint check, physical exam, TB test. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 16)**

The Nez Perce Tribe Administration Department is recruiting for: **TEWEEPUU COMMUNITY CENTER AIDE [HR-20-180] (Full-Time/Orofino)**. To assist and provide support in the operation of the community center and activities; may require evening, weekend and/or holiday work hours as applicable. Responsible for general administrative task support and maintenance. Requires High School Diploma/GED, or specialized vocational training in closely related field. Requires over six (6) months experience. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 6)**

The Nez Perce Tribe Social Services - 'ÚUYIT KIMTI (New Beginnings) is recruiting for: **ADVOCATE OF SAFETY & WELLNESS [HR-20-185] (Full-Time/Kamiah)**. To provide direct services, advocacy, and support for American Indian Victims of Crime on the Nez Perce Reservation. This position is under the direct supervision of the 'Úuyit Kímti Director and will collaborate with providers as listed on the Wellness Model and Services Instrument supporting Victim Center, culturally responsive and trauma informed care for victims of crime. Areas of crime that this project and class will serve include: homicide, family violence, gang violence, youth violence, human trafficking, sexual assault, domestic violence, battery and assault, identity theft, hate crimes, and drug endangered children, children witnessing domestic violence in their home. Requires Associates degree or two (2) years of college completed in related field of criminal justice, social services, social work or three (3) years of work-related experience in prosecution/victim advocacy in domestic violence cases and/or tribal prosecutor's office experience substitutes for one (1) year of college. Requires two (2) years successful work experience in Social Work, Law enforcement, a Prosecutor's Office, Court or closely-related program. Must have familiarity with law enforcement, prosecutorial, and judicial processes and of local social service agencies and resources. Must be experienced in working with American Indian families and demonstrate successful advocacy and work experience in this field. Must have a positive work history, upstanding character and demonstrate compassion for community and wellness. Requires a

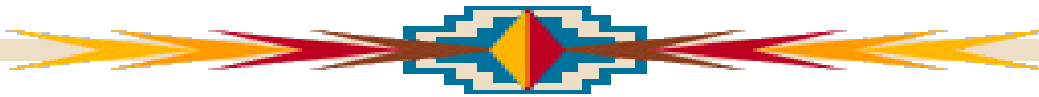


background check to be completed within thirty (30) days of hire. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 13)

Re-Advertised: The Nez Perce Human Resources Department is recruiting for: **BENEFITS TECHNICIAN [HR-20-181] (Full-time/Lapwai).** The primary responsibility of the position is to assist the Human Resources Generalist and coordinate Tribal employee benefits; to include but no limited to, retirement plan, group health/medical insurance plans, life insurance, and other benefits. Requires to provide employee orientation for the purpose of education, explaining, and interpreting benefits. Responsible to maintain benefits records, management data systems and files. The position is supervised by the Human Resources Generalist. Requires an Associate's degree or vocational technical degree. Three (3) years' experience will substitute for one (1) year of formal education. Must be able to pass a background check. Requires one (1) year experience in employee benefits administration; Tribal government preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled** (Grade 13)

Re-Advertised: The Nez Perce Tribe Water Resources Division is recruiting for: **WATER RIGHTS PROGRAM COORDINATOR [HR-21-114] (Full-Time/Lapwai)** To administer the Tribe's water rights by performing tasks such as developing and issuing permits and monitoring compliance; conducting field investigations to measure quantity of surface and ground water diversions; inventorying existing water rights and uses and creating a geospatial database; installing and maintaining streamflow gaging stations and measuring in-stream flow rates; technical report writing; budget management; professional presentations; and grant writing. Position requires a bachelor's degree in hydrology, engineering, biology, environmental science, or related physical or biological science field (M.S. preferred). Requires three (3) years related professional experience or one (1) year professional experience with Master's degree (experience must be at the professional level). Minimum one (1) year supervisory experience required. A successful candidate will have working knowledge of algebra, geometry and trigonometry, experience determining a system's water diversion and conveyance capacity, experience using GIS, and be able to apply Tribal, federal, and state regulations and laws pertaining to water appropriation and/or use in a professional setting. Please include cover letter/resume elaborating on qualifications and interest, plus three letters of references. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

Re-Advertised: The Nez Perce Tribe Water Resources Division is recruiting for: **BROWNFIELDS TRIBAL RESPONSE PROGRAM COORDINATOR [HR-21-116] (Full-time/Lapwai)** To manage and complete deliverables on multiple grants, including tasks such as conducting and overseeing environmental site assessments; data collection, analysis, and management; contract creation and supervision of subcontractors; technical report writing; budget management; professional presentations; and grant writing. Position requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, or related physical or biological science field (M.S. preferred). Requires three (3) years related professional experience or one (1) year professional experience with Master's degree (experience must be at the professional level). Minimum one (1) year supervisory experience required. A successful candidate will have knowledge and experience with experimental study design, statistical analysis techniques, and environmental site assessments and remediation of contaminated properties. Class/job



description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

The Nez Perce Tribe Department of Fisheries Management - Research Division is recruiting for: **FISHERIES TECHNICIAN(S) II [HR-21-110] (Full-time seasonal)** Positions are located in Joseph, OR, Orofino, Lapwai, and McCall, Idaho. Responsible for assigned duties relating to assistance in the collection, compilation, technical applications of field work that pertain to fisheries and other natural resources. Duties include installing and maintaining juvenile and adult traps, handling, marking, identifying, and tagging fish, conducting redd surveys, entering field data into a computer, maintaining field sites and equipment, supervising personnel, and other related duties as assigned. Must be mechanically inclined and have good computer skills with work processing, spreadsheets, and databases. Must be highly motivated and have the ability to work independently and cooperatively with others. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Requires one (1) year of related experience to project needs and six (6) months leadership experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes 3/5/21.** (Grade 11)

The Nez Perce Tribe Department of Fisheries Management - Research Division is recruiting for: **FISHERIES TECHNICIAN III [HR-21-III] (Full-Time/Joseph Oregon)** To work for the Imnaha River Steelhead Status and Smolt Monitoring project. Knowledge and experience with fish population dynamics, conservation biology, monitoring and evaluation of artificial propagation programs, adult salmonid escapement monitoring, Chinook salmon redd counts, emigrant trapping PIT tagging, fish sampling techniques, and fish age and growth studies is desired. Must have excellent communications skills, both oral and written, and a basic understanding of data analysis and interpretation. Report writing skills are desired. Must be highly motivated and have the ability to work cooperatively with others or independently. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Requires three (3) years of related experience to project needs, and one (1) supervisory experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes 3/5/21.** (Grade 13)

The Nez Perce Tribe Dept. of Child Support Enforcement Program (CSEP) is recruiting for: **PROSECUTOR/ ATTORNEY [HR-21-121] (Lapwai)** This is a part-time position 30 hours per week. To provide civil attorney and prosecution services for the Child Support Enforcement Program. Represent the Nez Perce Tribe in Child Support Enforcement and juvenile cases before the Nez Perce Tribal Court, including but not limited to case review, trial preparation, legal research and witness interviews. Prosecute and enforce Tribal Child Support Enforcement civil regulatory law, both as contained in the Nez Perce Tribal Code; and orders of the Tribal Court. Coordinate prosecutorial efforts with Child Support Enforcement Program, Social Service programs, law enforcement agencies and other prosecutor's offices. Requires a Juris Doctorate or Bachelor of Law (LLB) degree from an accredited law school (please submit copy). Requires active membership in a state bar association in good standing. Requires one (1) year experience in prosecution or criminal defense. Experience with child support enforcement preferred. Experience with basic federal Indian laws especially as it relates to sovereignty and child and families. Class description available at the Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the



Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 20)

To apply: Recruitments for *Entry Level Positions (Grade 15 and below)* will require a completed Tribal application only. Recruitments for *Professional Positions (Grade 16 and above)* will require a completed Tribal application and resume. **Please submit one application per position:**

Nez Perce Tribe Human Resources Office
ATTN: **Job Name & No.**
P.O. Box 365
Lapwai, Idaho, 83540
Phone (208) 843-7332 Fax (208) 843-7414

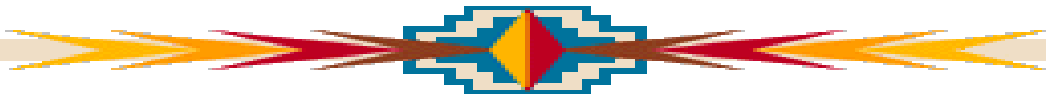
LATE OR INCOMPLETE APPLICATION PACKETS WILL NOT BE CONSIDERED. *Tribal Preference applies.*
www.nezperce.org

OTHER EMPLOYMENT OPPORTUNITIES:

- **Idaho Conservation League is recruiting for: Grizzly Bear Conflict Prevention Research Analyst.** Will investigate opportunities to promote coexistence between grizzly bears and people in rural northern Idaho and western Montana. Through outreach to county governments and state and federal land managers, the Analyst will identify sites, such as campgrounds, day use areas, solid waste collection facilities, or other locations in need of bear-resistant infrastructure. The analyst will also produce cost estimates for the installation of bear-resistant infrastructure and identify potential funding sources to pay for these upgrades. An interim progress report will be due in mid-July and a final report will be due in late August. This is a temporary, term-limited, contract position. For more information and how to apply go to <https://www.idahoconservation.org/careers/>. **Closing date 3/12/21.**
- **WSU (Washington State University) on the Spokane Campus/Native American Health Science will be hosting the Na-ha-shnee Steam Health Institute this June 28-July 30, 2021.** This program is designed for students interested in the health sciences and/or Science, Technology, Engineering, Art, and Math (STEAM Health) field and have completed 9-12 at the end of this school year. This Institute will focus on health sciences and STEAM Health careers available, as well as research and learning opportunities within these fields. We will be providing hands-on learning experiences 4-hours each weekday through a Chromebook Laptop. We will send participants Chromebook, along with experiment kits, materials, and other supplies such as culturally based art projects to do in your home. You will learn from faculty and professionals across several health occupations, and receive cultural instruction from Tribal elders. All expenses are paid for and students who participate for the full five weeks will be able to keep their Chromebook and receive a \$200.00 stipend. For more information and how to apply please visit: <https://spokane.wsu.edu/about/native-american-health-sciences-newsletter/> or contact Evanlene Melting Tallow, Native American Outreach Health Science Coordinator at emeltingtallow@wsu.edu or call (509) 358-7833/Fax: (509) 358-7505. **Application deadline is April 16, 2021 at 5:00 pm. Applications sent by mail must be received before the deadline.**



- **NWIC College is recruiting for: COVID-19 Custodian and Sanitation Worker, and a COVID-19 Maintenance and Sanitation Worker.** For more information and how to apply go to www.nwic.edu. Open until filled.
- **NIGHTFORCE is recruiting for: Mechanical CAD Drafter, Mechanical Engineer/Electro-Optics Design, and a Second Shift Supervisor.** For more information and how to apply go to <https://nightforceoptics.applicantpro.com/jobs/>. Open until filled.
- **Aqua Touch in Lewiston, ID is recruiting for: Car Washer - 3 Positions.** Job duties include washing cars, detailing the insides of vehicles and performing all of the basic duties associated with the cleaning of vehicles and the upkeep of work areas. Must be 18 years of age, due to the mechanical nature of the work. Must be able to pass random drug screening. For more information and how to apply contact Aqua at 2009 17th Ave. Lewiston, ID. 83501/ (208) 746-8873. Job# 1342562. **Open until filled.**
- **The Nez Perce Tribal Housing Authority (NPTHA) is recruiting for: Finance & Operations Manager.** Seeking an experienced Finance & Operations Manager to administer and manage all aspects of accounting and general operations. Full time w/excellent benefits. Bachelor degree in Business or Accounting; 5 yrs. experience as full charge bookkeeper; or Associate degree w/five years full charge bookkeeping in Indian Housing Program; 3 yrs supervisory, preferably property management or construction related. Direct experience in public/Indian housing accounting, banking, financing, audit preparation is desirable, applicant must possess excellent verbal and written communication skills, knowledge of human resource requirements, financial reporting, proficiency in financial software applications, and procurement practices. Salary - DOQ, Indian preference will apply. Send NPTHA job application and 3 work related references to: Executive Director, Nez Perce Tribal Housing Authority, P. O. Box 188, Lapwai, ID 83540. Or email lauriec@nezperce.org for more information or call (208) 843-2229. **Open until filled.**
- **NIMIIPUU FUND AMERICORPS VISTA is recruiting for: Nimiipuu Fund Marketing & Development Coordinator.** This position will address poverty through capacity building by providing program development and enhancing services provided by NCDF. The member will build the capacity of the NCDF and communities on the Nez Perce reservation by helping to provide needed capacity and services that otherwise would not be filled. VISTA member will build capacity by supporting service coordination, marketing, fundraising, and support of our nonprofit CDFI by way of Social Media, virtual meetings, and online collaboration tools. member serves to establish regular marketing campaigns, guiding clients and partners to appropriate services, surveys for community, and fundraising assistance resulting in added capacity for the NCDF by digital, social media, phone calls. First 3-6 months and more if needed, will be by remote work from home due to COVID-19 pandemic. For more information and how go apply go to https://my.americorps.gov/mp/listing/viewListing.do;sessionid=2v9zI-PcM-dF99qQQT_iYRVa8_RKgOKLCrHvhz7zu51arZSlau!283845681?from-Search=true&id=100361. **Open until filled.**
- **NIMIIPUU FUND is recruiting for: Office Support Associate.** The Office Support Associate, based in Lapwai, Idaho. Responsibilities include client engagement/training, basic bookkeeping support, event support, database management, and general office support. For a full job description and qualifications, please email Jonelle Yearout at jonelle@nimiipuufund.org. **Open until filled.**
- **Lapwai School District is recruiting for: Food Service Worker, Substitute Teacher, and Custodians.** Applications can be found on the website www.lapwai.org, or contact Connie Desjarlais at the District Office: (208) 843-2622 at ext. 201. **Positions are open until filled.**



- **AVISTA is recruiting for: Journeyman Lineman, Settlements Analyst, Gas Crewman (Temporary), Journeyman Protection Control Meter Technician I, and Apprentice Lineman (Multiple Positions).** For more information and how to apply go to www.myavista.com/about-us/working-at-avista. **Closing dates vary with positions and locations.**
- **Couple of great websites to look for employment in your area (On-going).** Idaho Department of Labor: <https://labor.idaho.gov/dnn/JobSeekers.aspx>, and indeed.com at www.indeed.com.

Attention KIYE Listeners!!

KIYE has two radio personality positions open. Anyone can submit a proposal then will be reviewed & approved by the KIYE Community Advisory Board to broadcast basketball games.

- The pay is \$75.00 per week and equipment is available to do the remote broadcasts.
- Must be ALL school districts in Reservation boundaries.
- The requirements are that there be an individual at the game and one in the studio in Kamiah to operate the board/studio equipment. Must be able to produce a show and keep the banter/conversation going (no silence).
- Must stay mutual between teams.
- Training is required. There are specific FCC rules and regulations we must adhere to stay in compliance. Training provided at studio.
- No mileage or travel is paid.
- Anyone is able to submit a request to become a personality.
- All broadcasts must fit within our regularly scheduled national broadcasts that meet our grant obligations.

All proposals must be sent to kiye@nezperce.org and for any questions feel free to contact Daniel Spaulding by phone (208)621-4715 or (208)791-7934 or email daniels@nezperce.org.