

~ APRIL 5, 2021 ~



# NEZ PERCE TRIBE

## JOB OPENINGS

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### 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](mailto: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](mailto:teamhr@nezperce.org). Thank you for your understanding.

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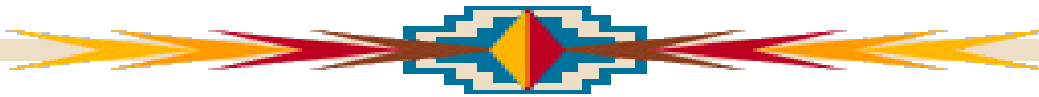
### ACTIVE JOB SEEKERS LIST

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.

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***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.*

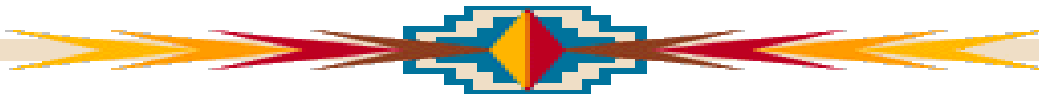


The Nez Perce Tribe Senior Citizen Program is recruiting for: **BUS/VAN DRIVER [HR-18-104] (Kamiah)** part-time (29 hours or less per week). To transport senior citizens to and from activities, to and from grocery store, to post-office and appointments. Responsible for the delivery of meals on a daily 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



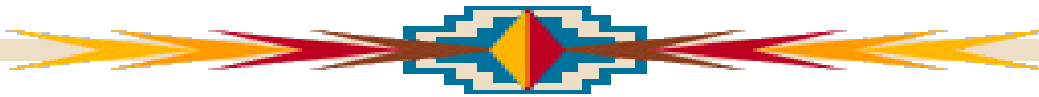


which serves the Lapwai Valley and a sewer system in Kamiah which serves two (2) Nez Perce Tribe housing developments. Requires six (6) years of relevant experience, wastewater operator certification at a Level II, and a laboratory background. And the ability to attain a Level III within one (1) year 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)

**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 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)

***Re-Advertised:*** The Nez Perce Tribe Department of Social Services/Children's Home is recruiting for: **RESIDENT MENTOR [HR-21-124] (Full-time/Lapwai)** To provide a safe, accountable and consistent environment at all times, by being responsible for all immediate care duties to children ages birth-17 referred to the Children's Home. Works according to procedures, including daily written reporting, complying with finance procedures and performing daily activities and tasks to assist client with social, emotional, and physical growth. Complying with the procedures as well as developing the skills necessary to manage difficult behavior that may arise due to the high levels needs of clientele served. Requires strict confidentiality, and candidate must demonstrate a healthy lifestyle



within the community. This position is under the immediate supervision of the Children's Home Coordinator. Requires a High School Diploma/GED. One (1) year of experience dealing with children in group environments is required. Ability to complete CPR/First Aide certification within thirty (30) days of hire, and Food Handlers certification with thirty (30) days of hire. Complete on-going-in-service training within ninety (90) days of hire. Must be drug free and free from physical conditions which might adversely affect performance as a child care provider in a twenty-four (24) hour seven (7) days a week facility. Required to submit to periodic or directed drug and/or alcohol testing. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) day 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 10)

The Department of Social Services/Indian Child Welfare Services is recruiting for: **DIRECTOR OF CHILD WELFARE [HR-21-130] (Full-Time/Lapwai)** To provide leadership, supervision and administration to the Indian Child Welfare Program. This program works to prevent the breakup of families and prevent permanent removal of Tribal children from the custody of their parents by improving individual and family functioning. Responsible for the overall administration of the ICW Programs which includes intake investigations, family preservation, foster home licensing, initial and ongoing safety assessments, reunification, data analysis and assessment; participating in State and Tribal Court proceedings; overseeing the Children's Home and Indian Child Welfare cases of the Nez Perce Tribe. Responsible for financial/budgetary planning and reporting, developing and implementing services sustainability and supervision of staff. Responsible for assurance of department response, reporting, investigation and follow through on allegations of child abuse/neglect. Must be on call for emergency/crisis intervention. Requires Liberal Arts Bachelor's degree in Social Work, Counseling, Psychology, or a Master's degree (preferred) in Social Work or closely related field. Must clear a criminal background check. Requires three (3) years' experience and one (1) year supervisory experience with Bachelor's degree, or two (2) years' experience, and six (6) months supervisory experience with Master's degree, working with children and families on the Nez Perce Reservation or other Indian Tribes including children and families who are at risk of separation to foster care and reunification services. 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 4/9/21.** (Grade 24)

The Nez Perce Tribe Dept. of Education, Vocational Rehabilitation is recruiting for: **OFFICE SPECIALIST II [HR-21-131] (Full-time/Lapwai)** The purpose of the class is to provide general clerical support of the Nez Perce Tribe Vocational Rehabilitation Services program (NPTVRS). Responsible for assigned tasks, customer service and general information for program consumer and applicants. Will assist in data entry, record keeping, scheduling meetings and appointments. Provides clerical support to the NPTVRS Counselor and Specialist. Reviews and distributes incoming and outgoing materials, mail, and correspondence and phone messages. Performs routine office tasks, such as word processing, typing, filing, teleconferencing, photocopying, scanning and distributes publicity materials. Attend in-service training and technical or professional classes, seminars, or conferences to improve professional skills. Requires light work that involves walking or standing some of the time, exerting up to 20 pounds of force on a recurring basis. The class is supervised by, the NPTVRS Vocational Rehabilitation Director. Associate degree preferred. Requires one year of college or technical training. Requires six (6) months' work experience in related field. 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: 4/9/21.** (Grade 7)



The Nez Perce Tribe Dept. of Fisheries Resource Management is recruiting for: **GRANDE RONDE SUPPLEMENTATION M&E FISHERIES BIOLOGIST II [HR-21-132] (Full-time/Joseph, Oregon)** This position will assist in monitoring and evaluating Chinook salmon and steelhead in NE Oregon, with an emphasis on assessing hatchery supplementation of Chinook in the Lostine River. Knowledge and experience with spawning ground surveys, PIT-tag array operations, fish sampling techniques, environmental monitoring, statistics, database management, and staff supervision is required. Must have excellent communication skills, both oral and written; report writing and data analysis is required. Requires three (3) years related professional experience or one (1) year professional experience with Master's degree. Experience must be at a professional level. Requires one (1) year 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: 4/9/21. (Grade 19)**

The Nez Perce Tribe Dept. of Fisheries Resource Management/Production Division is recruiting for: **LAMPREY TECHNICIAN II/FISH CULTURIST [HR-21-133] (Full-time Seasonal/Orofino)** This position serves as a member of the Tribe's Pacific Lamprey Translocation Initiative Project production staff caring for fish out of doors in inclement weather. May be required to work weekends and some holidays. Responsibility includes; all aspects of Pacific Lamprey Translocation; adult Lamprey collection and spawning, Lamprey rearing and release, larval and juvenile sampling; other duties may include assisting with production of salmon, steelhead, trout, or other species. Knowledge of fish culture methods, terminology, procedures, tools and equipment with a focus of Pacific Lamprey. Under the general supervision of the Pacific Lamprey project management staff. Must have knowledge and experience with fish hatchery operations, adult collection operations and fish transport techniques. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year college. 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: 4/9/21. (Grade 11)**

The Nez Perce Tribe Department of Fisheries Resources Management is recruiting for: **WALLOWA LAKE FISHERIES TECHNICIAN I INTERN [HR-21-134] (Full-time Seasonal/Joseph, Oregon)** To provide an early career Nez Perce Tribal member valuable exposure to ecological research and natural resource management. Duties include gaining experience with extensive limnological study of Wallowa Lake; lake-wide hydroacoustic sampling, open-water trawling, angling, and spawning ground surveys to estimate kokanee abundance and collect diet information; zooplankton and mysis shrimp vertical tow sampling; monitoring of vertical temperature, dissolved oxygen, and conductivity profiles; gill-netting lake trout; and water chemistry sampling. In addition to hourly wages, transportation (if needed), housing and food per diem will be provided. Requirements include High School Diploma or GED, prefer individual to be enrolled or going to enroll on college. 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: 4/9/21. (Grade 9)**

**Revised:** The Nez Perce Tribe Department of Social Services is recruiting for: **'init "HOME" COORDINATOR [HR-21-101] (Full-time/Lapwai).** This position is under the direct supervision of the Indian Child Welfare Director. To follow grant requirements for the development and implementation of the 'init "HOME", a sober living home comprised of high-risk-high-need youth and adolescents. Responsible for implementing rules and guidelines for staff and home residents. To coordinate meetings, appointments, referrals, activities and other duties as assigned.



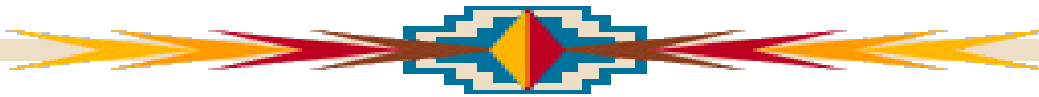


May work irregular work hours including on weekends, and expected to live a drug and alcohol-free lifestyle. Requires two (2) years of college education (48 credits). Associates preferred. Three (3) years of relevant job experience may be substituted for each year of required college education. Requires acquiring CPR and First Aid certification within thirty (30) days of hire. Food Handlers certification within thirty (30) days of hire. Computer proficiency in word processing and spreadsheets preferred. Must be able to pass an enhanced criminal background investigation. Requires experience working with people in recovery. Requires one (1) year supervisory experience. Requires four (4) years of experience dealing with children in group environments. Requires four (4) years administrative experience; Experience working with Native American families and knowledge of the Nez Perce culture; Experience working with individuals who are struggling with addictions; Some experience working with local law enforcement and judicial system; Experience working with behavioral health and treatment facilities. 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 4/9/21. (Grade 15)**

The Nez Perce Tribe Department of Fisheries Resource Management - Watershed Division is recruiting for seasonal positions to include: **WATERSHED RESTORATION TECHNICIAN(S) I HR-21-135** To participate on a variety of watershed survey and restoration projects. Field duties will include invasive species inventory and treatment in remote locations encompassing the Selway Bitterroot Wilderness Area, regularly carrying up to 100 pounds, standing and/or hiking for a majority of the day, and using/handling/mixing herbicides (backcountry hiking experience preferred.) Office duties may include compiling and recording data. Requires high school diploma/GED. Fieldwork will be based out of Sweetwater, ID and Powell, ID (duty location) and camping and/or working 8-day shifts in remote locations will be required, sometimes in inclement weather. 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 current driver's license record (DLR) and any DLR from other states where you have been licensed to drive in the last three (3) years. **This position closes: 4/16/21. (Grade 9)**

**WATERSHED RESTORATION SPECIALIST(S) I HR-21-136** To participate on a variety of watershed survey and restoration projects. Field duties will include invasive species inventory and treatment in remote locations encompassing the Selway Bitterroot Wilderness Area, regularly carrying up to 100 pounds, standing and/or hiking for a majority of the day, and using/handling/mixing herbicides (backcountry hiking experience and weed treatment applicators license or ability to obtain preferred). Must have excellent oral and written communication skills; report writing, data analysis and interpretation may be required. Office duties may also include developing restoration plans, obtaining environmental compliance for restoration projects, project implementation monitoring and reporting, grant writing and project development, project coordination with the project leader, and technical coordination with outside agencies. Requires a B.S. degree in Fisheries, Botany, Ecology, or closely related field. Resume required. Fieldwork will be based out of Sweetwater, ID and Powell, ID (duty location) and camping and/or working 8-day shifts in remote locations will be required, sometimes in inclement weather. 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 current driver's license record (DLR) and any DLR from other states where you have been licensed to drive in the last three (3) years. **This position closes: 4/16/21. (Grade 17)**

The Nez Perce Tribe Department of Law & Justice/Tribal Court is recruiting for: **COURT CLERK I [HR-21-137] (Full-time/Lapwai).** Establishes, monitors, and maintains court records and files; retrieves documents and records from departmental filing system. Maintains court calendars; schedules hearing and trial dates, including arrangements for jury trials; research, prepares and distributes notices of hearings. Establishes procedures for setting up civil cases and jury trial files; prepares documents for court cases, including notices of hearing, court orders, restraining orders, and other legal actions according to established protocols. Receives and files complaints; issues warrants, summons, and notices. Develops appropriate forms, notices, and document formats to improve customer



service, data collection, data entry, and records management operations. Provides informational assistance to litigants, witnesses, attorneys, staff, judges, and the general public; answers phones and assists visitors. Collects fines, payments, judgments, and court costs from attorneys, litigants, defendants, and others; maintains logs and account records. Requires a High School Diploma or GED or specialized vocational training. Requires one (1) year experience to essential tasks. Class description/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 states where you have been licensed to drive in the last three (3) years. **This position closes on 4/16/21. (Grade 7)**

The Nez Perce Tribe Department of Education/ECDP Program is recruiting for: **CUSTODIAN [HR-21-138] (Full-time/Lapwai)** Responsible for cleaning all ECDP buildings and premises according to procedures, checklists, and general supervision of the Health & Safety Specialist. Ensures all ECDP buildings and premises including storage sheds are locked on a daily basis. Maintains entranceways to buildings, including sidewalks and trash. Maintain ECDP grounds and playground year-round. Requires handling or using machines or equipment. Requires six (6) months experience in the custodial or general maintenance field. Requires High School Diploma/GED. 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 states where you have been licensed to drive in the last three (3) years. **This position closes on 4/16/21. (Grade 3)**

The Nez Perce Tribe Department of Fisheries Resources Management - Watershed Division is recruiting for seasonal positions to include: **WATERSHED RESTORATION TECHNICIAN(S) I HR-21-126, WATERSHED RESTORATION TECHNICIAN(S) II HR-21-127, and WATERSHED RESTORATION TECHNICIAN(S) III HR-21-128** to participate on a variety of watershed survey and restoration projects. Field duties may include participation on one or some of the following project types: fisheries and stream habitat surveys; culvert and road surveys; culvert replacement and road removal implementation; weed inventory and treatment; and riparian planting. Office duties may include compiling and recording data. **TECHNICIAN I (Grade 9)** Requires high school diploma/GED. **TECHNICIAN II (Grade 11)** Requires two (2) years of college education (48 credits) (three years of relevant experience is equivalent to one-year college) and one-year of related experience; **TECHNICIAN III (Grade 13)** Requires two (2) years of college education (48 credits) (three years of relevant experience is equivalent to one-year college) and three (3) years of related work experience, and one (1) year supervisor experience. Applicants may express preference for type of restoration work. Field work will be based out of Lapwai and Powell, Idaho (duty location) and camping and/or working in remote locations may be required. 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. **These positions close 4/16/21.**

The Department of Fisheries Resources Management - Watershed Division is recruiting for seasonal positions to include: **WATERSHED RESTORATION SPECIALIST(S) I HR-21-129** to participate on a variety of watershed survey and restoration projects. Field duties may include leading field crews, field work logistics and planning, participation on one or some of the following project types: fisheries and stream habitat surveys; culvert and road surveys; culvert replacement and road removal implementation; weed inventory and treatment (weed treatment applicators license or ability to obtain preferred); and riparian planting. Must have excellent oral and written communication skills; report writing, data analysis and interpretation may be required. Office duties may also include developing restoration plans, obtaining environmental compliance for restoration projects, project implementation monitoring and reporting, grant writing and project development, project coordination with the project leader, and technical coordination with outside agencies. Requires a B.S. degree in Fisheries or closely related field. Field work will be



based out of Lapwai and Powell, Idaho (duty location) and camping and/or working in remote locations may be required. 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 current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in three (3) years. **This position closes: 4/16/21. (Grade 17)**

## **SUMMER STUDENT INTERNSHIPS**

*Check back regularly for up to date information...*

**Nez Perce Tribe/Avista Summer Student Internship: HR-21-139** Enrolled Nez Perce Tribal Members, 18 years and over, enrolled full-time at an accredited college, university or vocational school who have maintained a 2.0 cumulative GPA are eligible to apply. A complete application packet includes: 1) A Nez Perce Tribal Employment Application; 2) A cover letter explaining how this internship is relevant to your educational goals; 3) Resume; 4) Two letters of reference; and 5) An unofficial cumulative transcript. A valid driver's license with the ability to be insured under the Tribe's policy is preferred. Pre-employment drug testing required. **Application deadline: 4:30 p.m. on May 10, 2021.**

**Executive Director Summer Student Internship: HR-21-140** Enrolled Nez Perce Tribal Members, 18 years and over, enrolled full-time at an accredited college, university or vocational school who have maintained a 2.0 cumulative GPA and graduating high school seniors who have been accepted into a college program and have maintained a 2.0 cumulative GPA are eligible to apply with preference given to those who have already completed at least one year of post-secondary education. A complete application packet includes: 1) A Nez Perce Tribal Employment Application; 2) A cover letter explaining how this internship is relevant to your educational goals; 3) Resume; 4) Two letters of reference; and 5) An unofficial cumulative transcript (high school seniors must also include a copy of their college acceptance letter). A valid driver's license with the ability to be insured under the Tribe's policy is preferred. Pre-employment drug testing required. **Application deadline: 4:30 p.m. on May 10, 2021.**

**Office of Legal Counsel/AVISTA Summer Student Internship: HR-21-141** The Office of Legal Counsel is the Attorney General for the Nez Perce Tribe, headquartered in Lapwai, Idaho. There are five attorneys in the Office of Legal Counsel along with three support staff members. We are currently seeking a legal intern for Summer 2021. This will be an opportunity to assist attorneys with practicing in areas such as: land, water rights, and personnel matters, and other areas related to representing an Indian tribal government. The ideal candidate will have the flexibility to take novel assignments; to delve deeply into unfamiliar areas of law; and to assist attorneys in responding to the panoply of legal issues that require prompt and accurate analysis on a day-to-day basis. Insurability and pre-employment drug screening is required. The funding for this internship is specifically for Nez Perce tribal law students only. To be considered, you must have completed at least one year of education at an accredited law school. Please provide a cover letter, resume, college transcript, job application (form available at [www.nezperce.org](http://www.nezperce.org)), two letters of recommendation, and writing sample to Anthony Johnson, Human Resources Manager, P.O. Box 365, Lapwai, ID, 83540. **Application deadline: 4:30 p.m. on April 16, 2021.**

Complete applications may be mailed or faxed to: Human Resources Office, Nez Perce Tribe, P.O. Box 365, Lapwai, ID 83540, Phone: (208) 843-7332, Fax: (208) 843-7414.



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***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



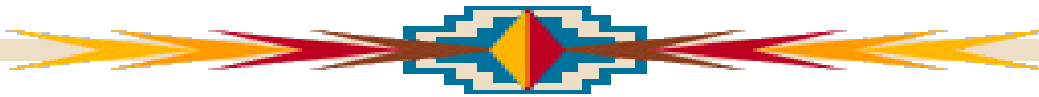


Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have 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)

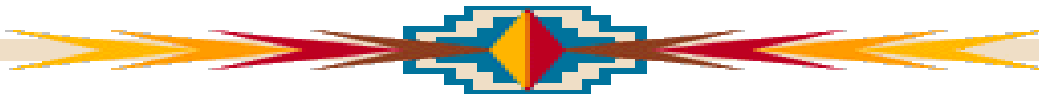
The Nez Perce Tribe Water Resources Division is recruiting for: **WASTEWATER & WATER OPERATOR /LAB ANALYST TECHNICIAN IV [HR-20-138]** full-time regular. The Nez Perce Tribe Utilities Program operates and maintains three (3) water systems (North Lapwai, South Lapwai, and Kamiah), a MBR wastewater treatment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

**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 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)**

The Nez Perce Tribe Department of Fisheries Resources Management - Watershed Division is recruiting for seasonal positions to include: **WATERSHED RESTORATION TECHNICIAN(S) I HR-21-126, WATERSHED RESTORATION TECHNICIAN(S) II HR-21-127, and WATERSHED RESTORATION TECHNICIAN(S) III HR-21-128** to participate on a variety of watershed survey and restoration projects. Field duties may include participation on one or some of the following project types: fisheries and stream habitat surveys; culvert and road surveys; culvert replacement and road removal implementation; weed inventory and treatment; and riparian planting. Office duties may include compiling and recording data. **TECHNICIAN I (Grade 9)** Requires high school diploma/GED. **TECHNICIAN II (Grade 11)** Requires two (2) years of college education (48 credits) (three years of relevant experience is equivalent to one-year college) and one-year of related experience; **TECHNICIAN III (Grade 13)** Requires two (2) years of college education (48 credits) (three years of relevant experience is equivalent to one-year college) and three (3) years of related work experience, and one (1) year supervisor experience. Applicants may express preference for type of restoration work. Field work will be based out of Lapwai and Powell, Idaho (duty location) and camping and/or working in remote locations may be required. 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. **These positions close 4/16/21.**



The Department of Fisheries Resources Management - Watershed Division is recruiting for seasonal positions to include: **WATERSHED RESTORATION SPECIALIST(S) | HR-21-129** to participate on a variety of watershed survey and restoration projects. Field duties may include leading field crews, field work logistics and planning, participation on one or some of the following project types: fisheries and stream habitat surveys; culvert and road surveys; culvert replacement and road removal implementation; weed inventory and treatment (weed treatment applicators license or ability to obtain preferred); and riparian planting. Must have excellent oral and written communication skills; report writing, data analysis and interpretation may be required. Office duties may also include developing restoration plans, obtaining environmental compliance for restoration projects, project implementation monitoring and reporting, grant writing and project development, project coordination with the project leader, and technical coordination with outside agencies. Requires a B.S. degree in Fisheries or closely related field. Field work will be based out of Lapwai and Powell, Idaho (duty location) and camping and/or working in remote locations may be required. [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 current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in three (3) years. **This position closes: 4/16/21. (Grade 17)**

The Nez Perce Tribe Department of Fisheries Resource Management - Watershed Division is recruiting for seasonal positions to include: **WATERSHED RESTORATION TECHNICIAN(S) | HR-21-135** To participate on a variety of watershed survey and restoration projects. Field duties will include invasive species inventory and treatment in remote locations encompassing the Selway Bitterroot Wilderness Area, regularly carrying up to 100 pounds, standing and/or hiking for a majority of the day, and using/handling/mixing herbicides (backcountry hiking experience preferred.) Office duties may include compiling and recording data. Requires high school diploma/GED. Fieldwork will be based out of Sweetwater, ID and Powell, ID (duty location) and camping and/or working 8-day shifts in remote locations will be required, sometimes in inclement weather. [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 current driver's license record (DLR) and any DLR from other states where you have been licensed to drive in the last three (3) years. **This position closes: 4/16/21. (Grade 9)**

**WATERSHED RESTORATION SPECIALIST(S) | HR-21-136** To participate on a variety of watershed survey and restoration projects. Field duties will include invasive species inventory and treatment in remote locations encompassing the Selway Bitterroot Wilderness Area, regularly carrying up to 100 pounds, standing and/or hiking for a majority of the day, and using/handling/mixing herbicides (backcountry hiking experience and weed treatment applicators license or ability to obtain preferred). Must have excellent oral and written communication skills; report writing, data analysis and interpretation may be required. Office duties may also include developing restoration plans, obtaining environmental compliance for restoration projects, project implementation monitoring and reporting, grant writing and project development, project coordination with the project leader, and technical coordination with outside agencies. Requires a B.S. degree in Fisheries, Botany, Ecology, or closely related field. Resume required. Fieldwork will be based out of Sweetwater, ID and Powell, ID (duty location) and camping and/or working 8-day shifts in remote locations will be required, sometimes in inclement weather. [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 current driver's license record (DLR) and any DLR from other states where you have been licensed to drive in the last three (3) years. **This position closes: 4/16/21. (Grade 17)**

**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

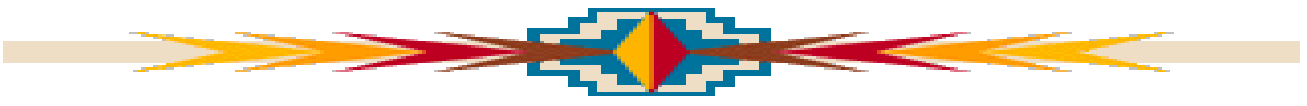
**LATE OR INCOMPLETE APPLICATION PACKETS WILL NOT BE CONSIDERED.** Tribal Preference applies.

[www.nezperce.org](http://www.nezperce.org)

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### OTHER EMPLOYMENT OPPORTUNITIES:

- **Clearwater Basin Youth Conservation Corps (CBYCC) is recruiting for 2021 Summer employment to 16-48 year old students, 30 positions total.** For our 8-week, paid summer work program. As a CBYCC Wilderness Trail Crew member, you will work on a crew with 4-5 others to gain skills and knowledge that will prepare you for a career in natural resources. In this job you will spend your summer out in the Selway-Bitterroot Wilderness working with the Nez Perce-Clearwater National Forests' Wilderness Trail Crew. This is a once in a lifetime opportunity to earn while you learn and be part of a team working to enhance and protect our Wilderness and natural resources. Crews will be based out of the Fenn Ranger Station on the Selway River. For more information and how to apply go to [www.clearwaterccd.org/apply-cbycc](http://www.clearwaterccd.org/apply-cbycc). **Closes 4/9/21.**
- **State of WA/Department of Social & Human Services is recruiting for: DSHS Confidential Secretary.** This is a full-time position with a duty station at Thurston County-Olympia, WA. Will be responsible for confidential and time-sensitive material in an environment where professionalism, efficiency, and communication skills are of paramount importance. DCS has approximately 1,100 employees and a \$290 million budget, with over 10 offices statewide and several outstation units. DCS transforms lives by providing child support and revenue recovery services for families and communities. Your commitment to achieving the overall goals of DCS; your capacity to anticipate business needs in support of the Director and Division; coordinate all tasks timely and effectively; accurately take action; and build relationships will lead to your success on the job. For more information and how to apply go to <https://www.governmentjobs.com/careers/washington/jobs/3032584-0/dshs-esa-confidential-secretary>. **Closes 4/11/21.**
- **Idaho State Park & Recreation is recruiting for: Park Manager 3.** This position is located at Heyburn State Park in Plummer, Idaho. The Heyburn State Park Manager oversees the operation and maintenance of McCroskey and Mowry State Parks. McCroskey State Park is approximately 5,700 acres and is located 25 miles south of Heyburn. The park provides camping and day use opportunities in a primitive setting. Off highway vehicle use is also popular and accounts for the majority of the park's visitors. The Manager is also responsible for the supervision of one seasonal employee. Mowry State Park is located north and east of the town of Worley and is situated along the western shore of Lake Coeur d'Alene. The Gasser Point unit is operated and maintained by Kootenai County and provides boat access only camping and day use. The homestead portion of the property is not open for public use and one of the Heyburn staff resides there. For more information and how to apply go to <https://www.governmentjobs.com/careers/idaho/jobs/2955897/heyburn-state-park-manager-3> **Closes 4/11/21.**
- **State of WA/Department of Social & Human Services is recruiting for: DSHS OOS Administrative Assistant 4.** This is a full-time position with a duty station at Thurston County-Olympia, WA. The role of OIP is to assist the collective needs of Tribal Governments and Recognized American Indian Organizations to assure quality and comprehensive program service delivery from DSHS to all American Indians and Alaska Natives in Washington State. In this role, you will have the ability to use independent judgment to prioritize events and meetings to ensure the Senior Director maintains a critical presence with tribal governments, the Governor's



Office of Indian Affairs, and other state agencies and departments. This job is currently 100% remote. You must have the capability to work from home. For more information and how to apply go to <https://www.governmentjobs.com/careers/washington/jobs/3035475/dshs-oos-administrative-assistant>. **Closes 4/15/21.**

- **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) filed 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](mailto: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.**
- **Nez Perce County is recruiting for: On-Call Juvenile Detention Support Technicians.** On-call positions available with the NPC Region II Juvenile Detention Center. Positions are paid \$13.00/hour with no benefits. Primary responsibilities are to operate the control room and provide technical support. Min. Qualifications: High school graduate/equivalent; at least 21 years of age; two years post high school work experience/educational equivalent; no felony or violent misdemeanor convictions; good physical condition; willingness to work non-traditional hours; and ability to communicate effectively. Successful candidates must also be able to pass a background check. EOE and accords preference to qualifying veterans. For more information and how to apply go to [www.co.nezperce.id.us/Departments/Personnel](http://www.co.nezperce.id.us/Departments/Personnel). **Open until filled.**
- **NWIC College is recruiting for: COVID-19 Custodian, Sanitation Worker, and a COVID-19 Maintenance/Sanitation Worker.** For more information and how to apply go to [www.nwic.edu](http://www.nwic.edu). **Open until filled.**
- **NIGHTFORCE is recruiting for: Staff Accountant, 2<sup>nd</sup> Shift Supervisor, Mechanical CAD Drafter, Mechanical Engineer/Electro-Optics Design, Staff Accountant, and a Quality Engineer (closes 4/25/21)** For more information and how to apply go to <https://nightforceoptics.applicantpro.com/jobs/>. **Open until filled.**
- **Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is recruiting for: Executive Director, Public Transit Bus Driver (2 positions), Archaeologist I/II, Deputy Prosecutor, Tribal Set-Aside Project Coordinator, Police Officer, Tribal Attorney, Male Re-Education/Intervention Facilitator, Office of Child Support Enforcement Financial Specialist, Artificial Production Supervisor, Surveillance Operator, Range Technician, Water Code Administrator/Water Resource Specialist II, Administrative Assistant (P/T), Advanced Wildland Firefighter (Up to 4 positions), Fish Technician III-Umatilla Basin M&E**



**Project, Biologist II-Umatilla National Production M&E Project, and an Entry-Level Wildland Firefighter/Firefighter Type 2 (Up to 10 positions)** For more information and how to apply call the CTUIR Human Resources Department at (541) 429-7180. **Closing dates vary with positions.**

- **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](mailto:lauriec@nezperce.org) for more information or call (208) 843-2229. **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](http://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: Garage Serviceman, Vegetation Management Inspector, Environmental Affairs Summer Student (up to 2 positions), Journeyman Garage, Compensation Analyst I (temporary, 12-18 months), Learning and Development Coordinator, Supply Chain Administrative Summer Student, and a Operations Research Analyst.** For more information and how to apply go to [www.myavista.com/about-us/working-at-avista](http://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](http://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](mailto: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](mailto:daniels@nezperce.org).



## Brunswick (Thunder Jet) Hiring Event

**April 14<sup>th</sup>**  
**10am to 2pm**

Idaho Department of Labor  
Lewiston Office  
1158 Idaho Street  
Lewiston, ID

**Multiple positions available.**

**Welders, Seat Assemblers, Carpet  
Installers, Compliance  
Technicians, Prep, Riggers,  
Fabricators.**

**Apply online at:**

<https://www.brunswick.com/careers>

**Brunswick Offers:  
Healthcare, 401K, PTO,  
Wellness Programs,  
Tuition Reimbursements,  
Product Purchase Plans.**

Idaho Department of Labor

[labor.idaho.gov](http://labor.idaho.gov)



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