

~ JUNE 21, 2022 ~



# NEZ PERCE TRIBE

## JOB OPENINGS

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### COVID-19 NOTICE TO APPLICANTS

The Nez Perce Tribe authorized Resolution #NP 22-073 to implement a vaccination policy effective December 6, 2021. Although the final ruling has been temporarily placed on hold, the Nez Perce Tribe is preparing for the possible eventuality of implementation. Newly hired employees will be required to provide proof of vaccination and a signed medical release form upon accepting an offer of employment. Qualified in-house applicants are not required to provide proof of vaccination at this time. In-house applicants include current employees of the five tribal entities and enrolled Nez Perce Tribal Members. Employees will be separated from employment if proof of vaccination is found to be altered or forged.

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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: **BUS OPERATOR [HR-18-119] (On-Call/Kamiah)** To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a High School Diploma/GED. 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: **TWO (2) BUS OPERATORS [HR-18-120] (On-Call/Lapwai)** To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a High School Diploma/GED. 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 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.



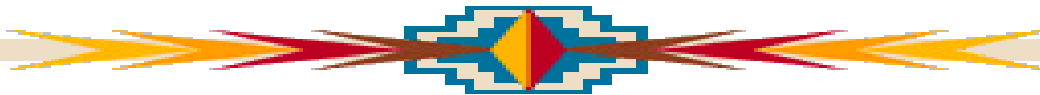
Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 10)

**Re-Advertisement:** The Nez Perce Tribe Department of Law & Justice is recruiting for: **ASSOCIATE JUDGE [HR-20-104]** part-time (29 hours or less per week). 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 Water Resources Division is recruiting for: **WASTEWATER & WATER OPERATOR /LAB ANALYST TECHNICIAN IV [HR-20-138] (Full-time/Lapwai)** 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)

**Re-Advertisement:** The Nez Perce Tribe Department of Computer Services is recruiting for: **COMPUTER TECHNICIAN I [HR-21-148] (Full-time/Lapwai)** To provide technical support for computer and telecommunication applications. Responsible for assisting with the maintenance and operations of computer/telecommunication networks. Works within a general outline of work to be performed, developing work methods and sequences under general supervision. Requires Associate's degree, vocational technical degree, or specialized training equivalent to satisfactory completion of two (2) years of college education with emphasis in Computer or a closely related field. Requires one-year 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 12)

The Nez Perce Tribe Department of Social Services Senior Citizens Program is recruiting for: **COOK [HR-21-160] (Full-time/Kamiah)** To plan and prepare meals with federal, state, local, and Tribal standards. Requires a High School diploma/GED or specialized vocational training. Requires three (3) months experience. Must have or obtain Food Handler Permit within ninety (90) 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 three (3) months food preparation experience for large groups of people. **Open until filled.** (Grade 5)

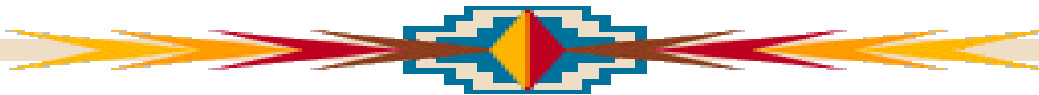


The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-175] (Full-time/Lapwai)** August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as 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 Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-176] (Full-time/Kamiah)** 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 Police Department is recruiting for: **POLICE OFFICER (ENTRY LEVEL) [HR-22-103] [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 or equivalent 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/job 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 21/\$27.58)

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-104] [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. 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 or equivalent and college level education preferred. 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. 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/job 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 21/\$28.41(DOQ))

The Nez Perce Tribe Police Department is recruiting for: **POLICE SERGEANT [HR-22-107] [Full-time/night shift]**. To supervise patrol staff and/or protect and serve the people of the Nez Perce Tribe. Responsible for patrol staff supervision and/or enforcement of tribal, city, state, and federal laws, ordinance, codes, and regulations for assigned area of responsibility. Works within general outline of work to be performed; develop work methods and sequences under general supervision. Reviews and approves patrol officer reports to insure accuracy, content and compliance with technique on a daily basis; Investigates traffic accidents, assisting victims, and establishing cause of accident; Appears in court as a witness to give testimony in criminal and civil proceedings, escorts prisoners between courtrooms, jail, and medical facilities. Requires two (2) years of college in Law enforcement or closely related field. Being at least twenty-one (21) years of age at time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for Four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from military service if applicable. Requires over ten (10) years in related field. A minimum of three (3) years as a Corporal or Senior Officer with supervisory duties. Class/job 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 23/\$30.98(DOQ))



**Re-advertised:** The Nez Perce Tribe Students for Success Program is recruiting for: **PROJECT COORDINATOR [HR-22-109] (Full-time/Lapwai)**. This position will report directly to the Students for Success Director. Responsibility to deliver reservation-wide outreach. Requires excellent organizational and multi-tasking skills to oversee and implement grant initiatives. Responsible for supervision of project staff, project activity planning, monitoring and evaluation. Must have excellent writing and oral communication skills, 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 job experience may be substituted for each year of required college education. Requires (3) years of prevention and program/grants administration experience, and one (1) year supervisory experience. Experience working with Native American students and families is 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 14)

The Nez Perce Tribe Police Department is recruiting for: **POLICE CORPORAL [HR-22-108] [Full-time/night shift]**. To supervise staff and/or protect and serve the people of the Nez Perce Tribe. Responsible for staff supervision and/or 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. Assists the Sergeant in the supervision of police officers during assigned shifts to ensure completion of assigned tasks; Assumes role of supervisor if no other supervisor available; Secure crime scenes, and fire secures scenes, controlling access to area and monitoring activity, checks security of business establishments; Investigates traffic accidents, assisting victims, and establishing cause of accident; Serves legal papers summons, warrants, and special court order, utilizes directories and other means to locate designated parties, explain briefly the meaning of papers and makes arrests when necessary. Requires two (2) years of college in Law Enforcement or closely related field. Being at least twenty-one (21) years of age at time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for Four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from military service if applicable. Requires over six (6) years in related field. Prefer at least three (3) years continuous service with the Nez Perce Tribal Police Department. Class/job 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 22/\$29.22(DOQ))

The Nez Perce Tribe Police Department is recruiting for: **JAIL COMMANDER [HR-22-121] (Full-time/Lapwai)**. The purpose of this class is to supervise all Correction Division Teams' activities in protecting and serving the Nez Perce Tribe members. Responsible for planning, organizing and implementing operations and programs in the Corrections Division. Shall make independent decisions or recommendation in hiring, promotions, transfer, discipline, or discharge of Correction Division employees under applicable policies and procedures. Manages the required programs related to feeding, clothing, medical care, recreation, safety, cultural outreach and inmate's education. Ensures the inmates are informed of jail rules; proper inmate release dates are accomplished; the correctional facility maintains fire and safety codes as required; division responsibilities related to inmate's transportation are accomplished. This is a sworn law enforcement commissioned position under the supervision of the Chief of Police. Requires a Bachelor's degree or education and training equivalent to four (4) years of college education.



College equivalency requires either: (1) a minimum of twenty (20) hours of college-level course work and six (6) years of correctional or law enforcement experience, with at least four (4) years of proven leadership in a position as a Lieutenant or above **OR** (2) Ten (10) years of correctional or law enforcement experience with at least four (4) years of proven leadership in a position as a Lieutenant or above. Being at least twenty-one (21) years of age at time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for Four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from military service if applicable. Requires at least four (4) years' experience in law enforcement or corrections. Experience demonstrating leadership capabilities and good knowledge of management and supervisory practices. Class/job 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 25/\$34.81(DOQ))

The Nez Perce Tribe Dept. of Natural Resource Water Resource Program is recruiting for: **WATER RIGHTS SPECAILIST [HR-22-122] (Full-time/Lapwai)** To assist with various tasks associated with administering the Tribe's water rights on the Nez Perce Reservation and assessing instream flow for aquatic organisms including ESA-listed species. These tasks include installing and maintaining streamflow gaging stations and groundwater monitoring equipment; measuring instream flow rates; conducting field examinations to measure the quantity of surface and groundwater diversions; investigating complaints related to water quantity; data collection, analysis, and management; supervise crews, including training, assigning tasks, and evaluating work. Works directly with contractors or field staff to ensure projects are completes as specified and makes decisions about specific project activities. Requires Bachelor's degree in related field. Related field and/or course work requirements defined in job expectations. Experience does not substitute for degree. Technical experience in relate field preferred; demonstrated leadership experience preferred. Please include resume, cover letter, contact information for three (3) references, and college transcript(s). 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 17)

**Extended:** The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **GREENHOUSE TECHNICIAN II [HR-22-127] (Full-time/Lapwai)** This position is responsible for assisting the Nez Perce Tribe efforts to rear and establish viable populations of newly approved biological control organisms for combating noxious/invasive weeds that occur primarily within the Pacific Northwest. The primary rearing effects will take place the Center's Greenhouses, outside gardens and in a variety of locations within the Nez Perce Reservation and Pacific Northwest to establish insectaries for redistribution purposes. Will also be responsible in assisting in the collections of bio-control organisms from known field sites and distribution to areas of need. Responsible for assisting in monitoring the effects the bio-control organisms have on target weeds. Some time may be sent overnight in remote areas. Requires knowledge of noxious weeds and their associated bio-control agents and will be primary responsible of year-round greenhouse operations through close coordination with the Biologist where maintenance under stringent guidelines of propagating target noxious weeds harboring inoculations of biological control organisms. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year 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.



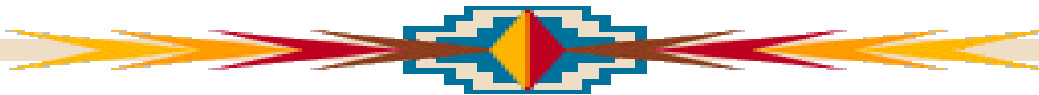
Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 6/22/22. (Grade 11)**

The Nez Perce Tribe Law & Justice Department is recruiting for: **PROSECUTOR [HR-22-132] (Full-time/Lapwai)** To represent the NPT in all criminal and juvenile cases before the Nez Perce Tribal Court, reviewing reports charging cases, drafting written complaints, motions, proposed orders, legal briefs, jury instructions, sentencing recommendations and other legal documents. Will represent the Tribe in civil prosecutions and Minor in Need of Care/ICWA proceedings that come before the Tribal Court. Supervises the Administrative Legal Assistant, Deputy Prosecutor, and Child Support Enforcement Attorney. Requires a Juris Doctor (JD) or Bachelor of Law (LLB) degree from an accredited school of law. Requires licensure in good standing with any state bar, a current limited license to practice law in the state of Idaho, or must pass a state bar exam and be licensed to practice law in that state no later than one (1) year after hire. Requires two (2) years of experience working in a government law and justice related field, tribal government preferred. Please provide a legal writing sample with application/resume listing at least three (3) work-related references. 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 26)**

The Nez Perce Tribe Department of Natural Resources Wildlife Division is recruiting for: **CONSERVATION PLANNER I [HR-22-133] (Full-time)** This an eighteen (18) month position stationed in Lapwai, ID or Joseph, OR. Assisting the Nez Perce Tribe's Wildlife Division completing a California condor management plan. Primary duties are to refine a condor habitat assessment, identify potential release sites, collaborate with area partners, develop a management plan, write reports, and conduct outreach efforts. May at times be field intensive and involve working long hours in steep terrain, with a variable work schedule. Requires Bachelor's degree (Master's preferred) in wildlife biology, ecology, or closely related field, and technical experience in related field preferred. Please provide a technical writing sample. 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 17)**

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-135] (Part-time/Lapwai)** 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. 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 or equivalent and college level education preferred. 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. 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/job 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 21/\$28.41(DOQ))

The Nez Perce Tribe Police Department is recruiting for: **DOMESTIC VIOLENCE INVESTIGATOR [HR-22-137] (Full-time/Lapwai)** The purpose of the Domestic Violence Investigator is primarily focused on investigating domestic violence crimes subject to the jurisdiction of the Nez Perce Tribe, however the position shall perform a wide range of duties relating to the investigation, education, and prevention of intimate partner violence, dating violence, elder abuse, stalking, assault and other such cases as appropriate. Required to interact and cooperate with various Tribal, Federal and State agencies, and the general public. Participates in the Domestic Violence Response Team and provides training and presentations to service partners and the public. The position is a sworn Police Officer. Is expected to perform many duties with limited supervision and it exercises no supervision over other classes. Requires two (2) years of college in Law Enforcement or closely related field. Requires proof of U.S. citizenship and proof of being at least twenty-one (21) years of age at the time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state, within one (1) year from date of hire. Requires valid Idaho driver's license and the ability to be insured under Tribal policy. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from the military service if applicable. Requires over six (6) years in related field. Prefer at least three (3) years continuous service with the Nez Perce Tribal Police Department. Class/job 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 22/\$29.22(DOQ))

**Extended:** The Nez Perce Tribe Department of Law & Justice is recruiting for: **PROBATION OFFICER I [HR-22-141] (Full-time/Lapwai).** The purpose of the class is to supervise and monitor adult and juvenile offenders. As well as monitor Juvenile offender's compliance with the conditions of the Juvenile Healing to Wellness Court (JHTWC) set by the Court Orders, this also includes other adult and/or juvenile offenders. This position is supervised by the Probation Supervisor. Requires an associate degree in criminal justice or related field, or substitution of certificate of completion in Probation, Law Enforcement, Misdemeanor Probation training or Police Officer POST Academy certification. Requires two (2) years successful experience in a law enforcement or judicial environment, preferably as a probation officer. 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)

**Extended:** The Nez Perce Tribe Department of Law & Justice is recruiting for: **TRIBAL COURT BAILIFF [HR-22-142] (Full-time/Lapwai).** The purpose of the class is to maintain order and provide court, and lobby security during courtroom proceedings, ensuring that the public, jury, legal teams, witnesses and defendants proceed through trials and other court proceedings with required decorum. This position is supervised by the Law & Order Executive Officer. Requires high school diploma, GED, or specialized vocational training. Three (3) months security experience 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 11)

**Extended:** The Nez Perce Tribe Social Service/'UUYIT KIMTI (New Beginnings) is recruiting for: **ADVOCATE OF SAFETY & WELLNESS [HR-22-143] (Full-time/Lapwai)** 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 'Uuyit Kimti 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 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, drug endangered children, and 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. 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. **This position closes 7/1/22.** (Grade 13)

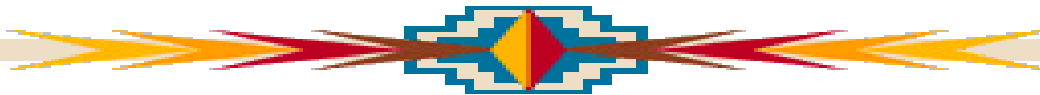
**Extended:** The Nez Perce Tribe Social Service/'UUYIT KIMTI (New Beginnings) is recruiting for: **ADVOCATE OF SAFETY & WELLNESS [HR-22-144] (Full-time/Kamiah)** To provide direct services, advocacy, and support for American Indian Victims of Crime on the Nez Perce Reservation. This position is under the direct supervision of the 'Uuyit Kimti 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 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, drug endangered children, and 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. 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. **This position closes 7/1/22.** (Grade 13)



The Nez Perce Tribe Education Department Career Center is recruiting for: **CAREER COACH [HR-22-145] (Lapwai/Full-time (40 hours or less per week))**. To provide support, recruitment and retention services to clientele pursuing a career pathway plan using the array of education, training and employment services offered by the Career Center. This position is supervised by the Career Center Director. Responsible for planning, implementing, and executing employability development plans in accordance to approved tribal policy and procedures. Requires a Liberal Arts Bachelor's degree. Requires two years' experience to create visual presentations using desktop publishing and social media platforms; working with American Indian and Native American population; familiarity of the local labor market, and local agency/resources for wrap around services for secondary and postsecondary students and/or job seekers. Must provide an unofficial college transcript. 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 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 17)

**Extended:** The Nez Perce Tribe Social Services Department is recruiting for: **UUYITKIMTI (New Beginnings) DIRECTOR [HR-22-149] (Full-time/Lapwai)**. This position is responsible for supervision, application, implementation, planning, budgets, contracts, data, training, policies, MOU and compliance of grant reporting requirements for the UuyitKimti "New Beginnings" Program. Coordinates services with outside entities that assist victims of domestic violence, dating violence, sexual assault, stalking and elder abuse. Responsible to lead diversified services, providing supervisory and administrative leadership, maintain compliance with all tribal, federal and local law, policy and code(s). Ensures consistent services and confidentiality standards are upheld to those who access the program. Position is considered essential to maintain operation through pandemics and natural disasters. The position is supervised by the Social Services Manager. Must pass a criminal background check. Requires a Bachelor's degree in related field. Three (3) years of relevant work experience will substitute for one (1) year of college. Requires for (4) years' experience in project leadership, services to victims of crime or responding to crime, family and community service, preferred experience with American Indian communities and community engaged work. Requires three (3) years of 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 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 on 7/1/22.** (Grade 23)

**Extended:** The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **TECHNICIAN I [HR-22-151] (Full-time Seasonal/Lapwai)**. Responsible for assisting the Nez Perce Tribe efforts to rear and establish viable populations of newly approved biological control organisms for combating noxious/invasive weed infestations occurring primarily within the Northwest. Will assist in establishing nurseries for bio-control agents on the Nez Perce Reservation and other areas throughout the Northwest in conjunction with cooperators. Will be assisting in monitoring bio-control established agents and their affect on their host weed. Will assist in mapping weed infestations utilizing maps and a GPS. Will also assist in performing agent rearing in the center's laboratory/greenhouses by following careful procedures for rearing specific bio-control weed insects. Responsible in assisting in the collection of bio-control organisms from known field sites and distribute to areas of need throughout the Nez Perce Reservation, and Northwest. Some time may be spent overnight in remote areas. Requires a High School Diploma or GED. General work experience 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 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 on 7/1/22.** (Grade 9)

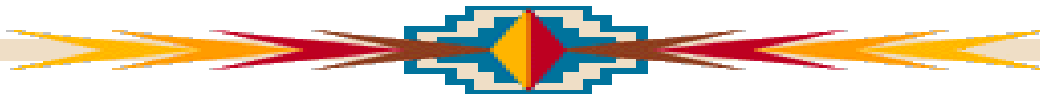


The Nez Perce Tribe Department of Fisheries Resource Management - Watershed Division is recruiting for: **LAPWAI CREEK PROJECT LEADER IV [HR-22-153] (Full-time/Lapwai)**. Responsible for promoting, implementing, and advancing a stream/fish habitat, riparian, and watershed restoration, protection and monitoring effort to include: on-the-ground project identification, prioritization, and development (including obtaining all NEPA, ESA consultation, and permits required); writing multiple grant proposals, statements of work, and annual reports; developing and managing multiple budgets; project RFP and contract development and administration; and supervising project staff. Position requires a high level of coordination with private, local, state, federal, and tribal entities to include, but not limited to, the Bonneville Power Administration, Idaho Department of Transportation, NPT Water Resources and Land Services, Army Corps of Engineers, and the Nez Perce Soil and Water Conservation District. Applicant must be highly motivated, possess strong ability to cooperate and work with others, and have excellent communication skills, both oral and written, and report writing. Requires Bachelor's degree in related field (Master's preferred). Requires four (4) years professional experience (two (2) years with a Master's degree), two (2) years of supervisory experience, and knowledge and experience with habitat restoration is required and river geomorphology highly 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 current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **This position closes 6/22/22.** (Grade 21)

Nez Perce Tribe Department of Fisheries Resources Management is recruiting for: **WALLOWA LAKE M&E FISHERIES BIOLOGIST I [HR-22-154] (Full-Time/Joseph, Oregon)**. This position will assist the Nez Perce Tribe Fisheries Research program in evaluating limiting factors to a potential Sockeye Salmon reintroduction to Wallowa Lake, including a lake food-web study. Funding to support this position is currently secured for twelve (12) months; extension of position beyond twelve (12) months dependent on satisfactory performance and funding availability. Knowledge and experience with limnology, fish sampling techniques, environmental monitoring, statistics, database management, and supervision of field staff is required. Must have excellent communication skills, both oral and written; report writing and data analysis and interpretation is required. Position requires a B.S. degree in Fisheries (or a closely related field), technical experience in related field, and demonstrated leadership experience 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open Until Filled.** (Grade 17)

The Nez Perce Tribe Department of Fisheries Resources Management is recruiting for: **WALLOWA LAKE FISHERIES TECHNICIAN I OR TECHNICIAN II INTERN [HR-22-155] (Full-time Seasonal/Joseph, Oregon)**. Based on meeting minimum qualifications. Will provide an early career for a 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 for **Technician I** include High School Diploma or GED, prefer individual to be enrolled or going to enroll in 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. Requirements for **Technician II** include all of the Tech I requirements above, plus Two (2) years college education (48 credits) in Fisheries or closely related field.





Three (3) years of relevant experience is equivalent to one (1) year college. One (1) year related experience to project needs. Six (6) months leadership experience. **This position closes 6/24/22.** (Grade 9 or 11)

The Nez Perce Tribe Department of Social Services/Indian Child Welfare is recruiting for: **'init' 'HOME" YOUTH MENTOR(S) [HR-22-156] (Full-time/Lapwai)** The purpose of the class is to provide 24 hour client supervision of the sober living home, and in-house activities as well as, to provide mentorship to resident youth clients 14-18 years of age. Provide support and coordination of services in partnership with appropriate agencies, and partners, addressing the needs of youth clients utilizing cultural knowledge, and values to ensure holistic recovery support in aftercare treatment. Requires high school diploma/GED. Must obtain CRP and First Aide, and Food Handlers certification within thirty (30) days of hire. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. One-year of experience dealing with children/youth in group environments is required. Please provide two (2) letters of references. 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. **This position closes 6/22/22.** (Grade 10)

The Nez Perce Tribe Department of Social Services/Indian Child Welfare is recruiting for: **ICW-RESOURCE CASE-WORKER II [HR-22-157] (Full-time/Lapwai).** The purpose of this class is to provide supervision of staff as assigned; ensure direct care and case management services to clients. This class is responsible for client case management and reporting. This class works within a general outline of work to be performed, developing work methods and sequences under the direct supervision of the Director of Indian Child Welfare. The incumbent of this position is responsible for the protection of children enrolled or eligible for enrollment in a federally recognized Tribe within the boundaries of the Nez Perce Indian Reservation, family preservation and brokering resources to the children and their families. Responsible for considerable knowledge of the laws governing child protection including Nez Perce Tribal Code and the Indian Child Welfare Act. Requires a Bachelor's degree in any human services field of social work, sociology, psychology etc. or closely related field. Requires to pass a criminal background check. Requires two (2) years' experience in human service work, or working with children and families. Experience working in a Tribal community preferred. Demonstrated leadership experience preferred. Please provide two (2) letter of references. 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. **This position closes 6/22/22.** (Grade 17)

The Nez Perce Tribe Dept. of Natural Resource Water Resource Program is recruiting for: **ENVIRONMETAL SPECIALIST [HR-22-158] (Full-time/Lapwai).** Salary: \$45k-\$60k DOE plus generous benefits package. We are looking for a dynamic, self-motivated professional to join our creative, supportive, results-driven team to work on multiple projects designed to characterize, prevent and clean up contaminated soil and groundwater on a full-time permanent basis. The Nez Perce Tribe Water Resources Division is located just east of the City of Lewiston, ID, near the beautiful Clearwater River. All our work goes towards supporting this precious resource. Daily tasks might include: conducting and overseeing environmental site assessments; data collection, analysis, and management; reading through contracts and collaborating with subcontractors; technical report writing; budget reporting; professional presentations; training and development; UST Compliance Assistance visits; overseeing Tank closure operations. Position requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, or related physical or biological science field (M.S. preferred). Please include resume, cover letter and college transcripts along with your NPT application. 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. **This position closes 7/1/22. (Grade 17)**

The Nez Perce Tribe Department of Executive Director's office is recruiting for: **DEPUTY EXECUTIVE DIRECTOR [HR-22-159] (Full-time/Lapwai)**. This class is primarily responsible to assist the Executive Director to provide intradepartmental, interdepartmental, intertribal, and interagency coordination. Requires a Bachelor's degree in Business Administration, Public Administration, Business Management or related field. Requires ten (10) years of executive level management experience and five (5) years supervisory 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. **This position closes 7/8/22. (Grade 28)**

The Nez Perce Tribe Department of Law & Justice is recruiting for: **CHIEF OF POLICE/DIRECTOR OF PUBLIC SAFETY [HR-22-160] (Full-time/Lapwai)**. The purpose of the class is to supervise staff and provide management of the Nez Perce Tribal Police, and related law enforcement and emergency services. The class is responsible for staff planning, civil and criminal processes, training, equipment, supplies budget, policy, and reporting. The class researches and formulates long range goals for the organization; develops policies and position papers and reports to the Law & Order Executive Officer (LOEO). This position is hired under contract with the Nez Perce Tribe. Requires one of the following: Master's degree in Law Enforcement or closely related field with no less than seven (7) years of successful Law Enforcement experience including no less than four (4) years successful supervisory experience in a law enforcement agency. Bachelor's degree in Law Enforcement or closely related field with no less than ten (10) years of increasingly responsible and successful Law Enforcement experience including no less than five (5) increasingly responsible and successful Law Enforcement experience including no less than five (5) years' successfully supervisory experience in a law enforcement agency. Successful completion (2.5 gpa or higher) of at least two (2) years of post-secondary education preferably including courses in Law Enforcement experience including no less than seven (7) years of successful supervisory experience in a law enforcement agency. Requires basic police officer course graduation for the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. 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 26, annual salary of 95k-125k DOQ)**

The Nez Perce Tribe Department of Executive Direction/Tribal Transit System is recruiting for: **ADMINISTRATIVE SPECIALIST II/DISPATCHER [HR-22-161] (Full-time/Lapwai)**. To provide general clerical support for the Transit Director and staff. The class will follow policies and procedures; takes initiative to complete assignments on time under general supervision of the Transit Director. Requires the ability to input data utilizing a computer, to record projects reports, scanning, copying, transcribing information and data entry. Must be able to perform routine office tasks, data entry, and word processing, from desk reception services. Maintain accurate logs and files to ensure verification of activities; gather and compile information to be used by others; maintain confidentiality at all times, operate Transit Dispatch when needed. Complete and input various Transit reports into various on-line data bases. Must obtain a Class C CDL with passenger endorsement (transport 15 or more passengers.) within nine (9) months of employment with Transit preferred. Requires a high school diploma/GED. Requires two (2) years of college education, or vocational technical, with emphasis in administrative skills, business, or a closely related field. Requires one (1) year experience working in office environment with similar duties per class description, tribal



government 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 11)

## SUMMER STUDENT INTERNSHIPS

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

**Extended:** The Nez Perce Tribe Department of Natural Resources/Cultural Resource Program Division is recruiting for: **AIDE I - INTERN(S) HR-22-146** Experience in cultural resources is not required. The Cultural Resource Program (CRP) Intern shall be under the direct supervision of the CRP Director, and will work with a number of CRP staff both in the office and out in the field. The intern will be provided with technical information and training pertinent to the CRP activities and fields of study which include; cultural resource management and preservation, archaeology, ethnography, Nez Perce language, and Nez Perce history and culture. The physical requirements range from light to medium work, including lifting up to 25 lbs., hiking over rough and uneven terrain, digging and screening sediment, and exposure to inclement weather. The work schedule is part-time, Monday through Friday for a minimum of twenty (20) hours a week starting at 8 am. and ending at 4:30 pm. During this time, interns will do a combination of professional development activities including; job shadowing CRP staff, conducting archival research, and working with Nez Perce language revitalization. Some interns may have the opportunity to take extended trips with BLM or USFS staff. Requirements: Nez Perce Tribal preference will apply, with a minimum age of fourteen (14) years and older, this includes incoming high school students grades 9th-12, and recent graduates of high school, who are not currently enrolled in college. Student must maintain a minimum overall GPA of 2.0. A complete application packet include: Cover letter explaining how this internship is relevant to education goals, Nez Perce Tribe application, and two (2) letters of references. Student must submit complete cumulative transcripts (grades). The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **This position closes on June 27, 2022.** (Grade 5)

Complete applications may be mailed, emailed; [Teamhr@nezperce.org](mailto:Teamhr@nezperce.org). 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 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



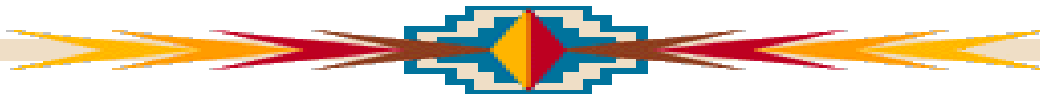
is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 7)

The Nez Perce Tribe Department of 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)

**Re-Advertisement:** The Nez Perce Tribe Department of Law & Justice is recruiting for: **ASSOCIATE JUDGE [HR-20-104]** part-time (29 hours or less per week). 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 Water Resources Division is recruiting for: **WASTEWATER & WATER OPERATOR /LAB ANALYST TECHNICIAN IV [HR-20-138] (Full-time/Lapwai)** 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)





**Re-Advertisement:** The Nez Perce Tribe Department of Computer Services is recruiting for: **COMPUTER TECHNICIAN I [HR-21-148] (Full-time/Lapwai)** To provide technical support for computer and telecommunication applications. Responsible for assisting with the maintenance and operations of computer/telecommunication networks. Works within a general outline of work to be performed, developing work methods and sequences under general supervision. Requires Associate's degree, vocational technical degree, or specialized training equivalent to satisfactory completion of two (2) years of college education with emphasis in Computer or a closely related field. Requires one-year 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 12)

The Nez Perce Tribe Department of Social Services Senior Citizens Program is recruiting for: **COOK [HR-21-160] (Full-time/Kamiah)** To plan and prepare meals with federal, state, local, and Tribal standards. Requires a High School diploma/GED or specialized vocational training. Requires three (3) months experience. Must have or obtain Food Handler Permit within ninety (90) 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 three (3) months food preparation experience for large groups of people. **Open until filled.** (Grade 5)

The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-175] (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 Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-176] (Full-time/Kamiah)** 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 Police Department is recruiting for: **POLICE OFFICER (ENTRY LEVEL) [HR-22-103] [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 or equivalent 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/job 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 21/\$27.58)

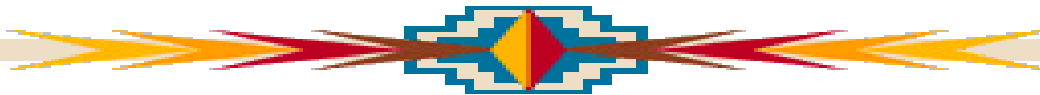
The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-104] [Full-time]**. To direct staff and protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city state, and federal laws, ordinances, codes and regulations for assigned area of responsibility. Works within a general outline of work to be performed; develop work methods and sequences under general supervision. 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 or equivalent and college level education preferred. 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. 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/job 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 21/\$28.41(DOQ))



The Nez Perce Tribe Police Department is recruiting for: **POLICE SERGEANT [HR-22-107] [Full-time/night shift]**. To supervise patrol staff and/or protect and serve the people of the Nez Perce Tribe. Responsible for patrol staff supervision and/or enforcement of tribal, city, state, and federal laws, ordinance, codes, and regulations for assigned area of responsibility. Works within general outline of work to be performed; develop work methods and sequences under general supervision. Reviews and approves patrol officer reports to insure accuracy, content and compliance with technique on a daily basis; Investigates traffic accidents, assisting victims, and establishing cause of accident; Appears in court as a witness to give testimony in criminal and civil proceedings, escorts prisoners between courtrooms, jail, and medical facilities. Requires two (2) years of college in Law enforcement or closely related field. Being at least twenty-one (21) years of age at time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for Four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from military service if applicable. Requires over ten (10) years in related field. A minimum of three (3) years as a Corporal or Senior Officer with supervisory duties. Class/job 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 23/\$30.98(DOQ))

The Nez Perce Tribe Police Department is recruiting for: **POLICE CORPORAL [HR-22-108] [Full-time/night shift]**. To supervise staff and/or protect and serve the people of the Nez Perce Tribe. Responsible for staff supervision and/or 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. Assists the Sergeant in the supervision of police officers during assigned shifts to ensure completion of assigned tasks; Assumes role of supervisor if no other supervisor available; Secure crime scenes, and fire secures scenes, controlling access to area and monitoring activity, checks security of business establishments; Investigates traffic accidents, assisting victims, and establishing cause of accident; Serves legal papers summons, warrants, and special court order, utilizes directories and other means to locate designated parties, explain briefly the meaning of papers and makes arrests when necessary. Requires two (2) years of college in Law Enforcement or closely related field. Being at least twenty-one (21) years of age at time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for Four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from military service if applicable. Requires over six (6) years in related field. Prefer at least three (3) years continuous service with the Nez Perce Tribal Police Department. Class/job 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 22/\$29.22(DOQ))

**Re-advertised:** The Nez Perce Tribe Students for Success Program is recruiting for: **PROJECT COORDINATOR [HR-22-109] (Full-time/Lapwai)** This position will report directly to the Students for Success Director. Responsibility to deliver reservation-wide outreach. Requires excellent organizational and multi-tasking skills to oversee and implement grant initiatives. Responsible for supervision of project staff, project activity planning, monitoring and evaluation. Must have excellent writing and oral communication skills, 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 job experience may be substituted for each year of required college education. Requires (3) years of prevention and program/grants administration experience, and one (1) year supervisory experience. Experience working with Native American students and families is 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 14)

The Nez Perce Tribe Police Department is recruiting for: **JAIL COMMANDER [HR-22-121] (Full-time/Lapwai).** The purpose of this class is to supervise all Correction Division Teams' activities in protecting and serving the Nez Perce Tribe members. Responsible for planning, organizing and implementing operations and programs in the Corrections Division. Shall make independent decisions or recommendation in hiring, promotions, transfer, discipline, or discharge of Correction Division employees under applicable policies and procedures. Manages the required programs related to feeding, clothing, medical care, recreation, safety, cultural outreach and inmate's education. Ensures the inmates are informed of jail rules; proper inmate release dates are accomplished; the correctional facility maintains fire and safety codes as required; division responsibilities related to inmate's transportation are accomplished. This is a sworn law enforcement commissioned position under the supervision of the Chief of Police. Requires a Bachelor's degree or education and training equivalent to four (4) years of college education. College equivalency requires either: (1) a minimum of twenty (20) hours of college-level course work and six (6) years of correctional or law enforcement experience, with at least four (4) years of proven leadership in a position as a Lieutenant or above **OR** (2) Ten (10) years of correctional or law enforcement experience with at least four (4) years of proven leadership in a position as a Lieutenant or above. Being at least twenty-one (21) years of age at time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for Four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from military service if applicable. Requires at least four (4) years' experience in law enforcement or corrections. Experience demonstrating leadership capabilities and good knowledge of management and supervisory practices. Class/job 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 25/\$34.81(DOQ))

The Nez Perce Tribe Dept. of Natural Resource Water Resource Program is recruiting for: **WATER RIGHTS SPECAILIST [HR-22-122] (Full-time/Lapwai)** To assist with various tasks associated with administering the Tribe's water rights on the Nez Perce Reservation and assessing instream flow for aquatic organisms including ESA-listed species. These tasks include installing and maintaining streamflow gaging stations and groundwater monitoring equipment; measuring instream flow rates; conducting field examinations to measure the quantity of surface and groundwater diversions; investigating complaints related to water quantity; data collection, analysis, and management; supervise crews, including training, assigning tasks, and evaluating work. Works directly with contractors or field staff to ensure projects are completes as specified and makes decisions about specific project activities. Requires Bachelor's degree in related field. Related field and/or course work requirements defined in job expectations. Experience does not substitute for degree. Technical experience in relate field preferred; demonstrated leadership experience preferred. Please include resume, cover letter, contact information for three (3) references, and college transcript(s). 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 17)

**Extended:** The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **GREENHOUSE TECHNICIAN II [HR-22-127] (Full-time/Lapwai)** This position is responsible for assisting the Nez Perce Tribe efforts to rear and establish viable populations of newly approved biological control organisms for combating noxious/invasive weeds that occur primarily within the Pacific Northwest. The primary rearing effects will take place the Center's Greenhouses, outside gardens and in a variety of locations within the Nez Perce Reservation and Pacific Northwest to establish insectaries for redistribution purposes. Will also be responsible in assisting in the collections of bio-control organisms from known field sites and distribution to areas of need. Responsible for assisting in monitoring the effects the bio-control organisms have on target weeds. Some time may be sent overnight in remote areas. Requires knowledge of noxious weeds and their associated bio-control agents and will be primary responsible of year-round greenhouse operations through close coordination with the Biologist where maintenance under stringent guidelines of propagating target noxious weeds harboring inoculations of biological control organisms. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year 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 on 6/22/22.** (Grade 11)

The Nez Perce Tribe Law & Justice Department is recruiting for: **PROSECUTOR [HR-22-132] (Full-time/Lapwai)** To represent the NPT in all criminal and juvenile cases before the Nez Perce Tribal Court, reviewing reports charging cases, drafting written complaints, motions, proposed orders, legal briefs, jury instructions, sentencing recommendations and other legal documents. Will represent the Tribe in civil prosecutions and Minor in Need of Care/ICWA proceedings that come before the Tribal Court. Supervises the Administrative Legal Assistant, Deputy Prosecutor, and Child Support Enforcement Attorney. Requires a Juris Doctor (JD) or Bachelor of Law (LLB) degree from an accredited school of law. Requires licensure in good standing with any state bar, a current limited license to practice law in the state of Idaho, or must pass a state bar exam and be licensed to practice law in that state no later than one (1) year after hire. Requires two (2) years of experience working in a government law and justice related field, tribal government preferred. Please provide a legal writing sample with application/resume listing at least three (3) work-related references. 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 26)

The Nez Perce Tribe Department of Natural Resources Wildlife Division is recruiting for: **CONSERVATION PLANNER I [HR-22-133] (Full-time)** This an eighteen (18) month position stationed in Lapwai, ID or Joseph, OR. Assisting the Nez Perce Tribe's Wildlife Division completing a California condor management plan. Primary duties are to refine a condor habitat assessment, identify potential release sites, collaborate with area partners, develop a management plan, write reports, and conduct outreach efforts. May at times be field intensive and involve working long hours in steep terrain, with a variable work schedule. Requires Bachelor's degree (Master's preferred) in wildlife biology, ecology, or closely related field, and technical experience in related field preferred. Please provide a technical writing sample. 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 17)



The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-135] (Part-time/Lapwai)** 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. 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 or equivalent and college level education preferred. 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. 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/job 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 21/\$28.41(DOQ))

The Nez Perce Tribe Police Department is recruiting for: **DOMESTIC VIOLENCE INVESTIGATOR [HR-22-137] (Full-time/Lapwai)** The purpose of the Domestic Violence Investigator is primarily focused on investigating domestic violence crimes subject to the jurisdiction of the Nez Perce Tribe, however the position shall perform a wide range of duties relating to the investigation, education, and prevention of intimate partner violence, dating violence, elder abuse, stalking, assault and other such cases as appropriate. Required to interact and cooperate with various Tribal, Federal and State agencies, and the general public. Participates in the Domestic Violence Response Team and provides training and presentations to service partners and the public. The position is a sworn Police Officer. Is expected to perform many duties with limited supervision and it exercises no supervision over other classes. Requires two (2) years of college in Law Enforcement or closely related field. Requires proof of U.S. citizenship and proof of being at least twenty-one (21) years of age at the time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state, within one (1) year from date of hire. Requires valid Idaho driver's license and the ability to be insured under Tribal policy. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from the military service if applicable. Requires over six (6) years in related field. Prefer at least three (3) years continuous service with the Nez Perce Tribal Police Department. Class/job 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 22/\$29.22(DOQ))

**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**

- **State of Washington/Department of Economic Services Administration (ESA), Division of Child Support (DCS) is recruiting for: DSHS ESA Support Enforcement Officer.** In this role, you'll initiate and authorize the establishment, collection, distribution, and/or modification and enforcement of financial, medical, and other child support obligations. This is a full-time position in Spokane County. For more information and how to apply go to <https://www.governmentjobs.com/careers/washington/jobs/3584394/dshs-esa-support-enforcement-officer>. **Closing date 6/22/22.**
- **Nez Perce Tribal Housing Authority is recruiting for: Maintenance/Construction Worker: For our rental units in the Kamiah/Orofino area.** Minimum four years' experience in residential repair/construction, high school diploma or GED, valid driver's license and be insurable. Skilled in-home repairs, construction knowledge in carpentry, plumbing, electrical, roofing, sheet rocking and painting. Legible writing, ability to document all work performed on appropriate forms, communication skills and great customer service. For more information on recruitment please call (208) 843-2229. Tribal & Indian preference will apply. Please send NPTHA application to: Executive Director, Nez Perce Tribal Housing Authority, P. O. Box 188, Lapwai, ID 83540. **Open until filled.**
- **Idaho Department of Lands is recruiting for: Experienced Wildland Firefighters who can lead wildland fire engine crews.** The nationwide shortage of qualified wildland fire engine bosses poses significant impacts for Idaho. Each engine boss leads a single fire engine and attached personnel and is responsible for the crew's safety on wildland and prescribed fire incidents. Without sufficient engine bosses, IDL cannot hire and deploy entry level firefighters. Without enough engine bosses, IDL will be unable to staff two critical fire guard stations: one in Centerville near Idaho City and one in High Valley near Smith's Ferry. That means the only two IDL wildland fire crews will operate out of Boise if additional engine bosses cannot be hired. For more information and how to apply go to [www.idl.idaho.gov](http://www.idl.idaho.gov). **Open until filled.**
- **Lewiston Morning Tribune is recruiting for: Newspaper Contractor.** To deliver to the homes that service Lapwai area. Deliveries occur in the early morning hours Tuesday through Sunday each week. The carrier will pick up the newspaper bundles at our drop locations in Lapwai and then deliver to customers in and around the city of Lapwai. Deliveries require an insured and reliable all-season type vehicle. The route pays approximately \$500.00 per month which includes a fuel allowance. Delivery compensation is paid on the 5th and 20th of every month. If you, or someone you know is looking for a good supplemental income, please have them contact our office as soon as possible for a more extensive discussion. Call (208) 746-8742 and reference 5510. **Open until filled.**
- **Idaho Department of Labor is recruiting for: Merchandiser (#1792409), 911 Dispatcher (#1660057), Store Clerk (#1656587), Front Counter & Kitchen Crew (#1537409), Warehouseman-Forklift Operator**



(#1743118), CNA, Caregivers, DDA Tech, HCA (#979805), Welder Fabricator (#1742328), Stockroom Associate/Delivery Driver (#1787352), Farmer Technician (#1781529), Hospitality Aide (#1787426). For more information and how to apply go to [www.idahoworks.gov](http://www.idahoworks.gov).

- **Lapwai School District is recruiting for: Custodian, Middle School Special Education Instructional Assistant, Bus Driver, Behavior Interventionist Paraprofessional, C-Squad Volleyball Coach, Classified Substitutes, Substitute Custodians, and Substitute Kitchen Help.** 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. 3. **Positions are open until filled.**
- **AVISTA is recruiting for: Network Engineer/Senior Transport Planner, Network Engineer II, Hydro Compliance Manager, Journeyman Hydro Operator, Generation Asset Management & Compliance Engineer, High School Craft Student, Business Analyst, Station Utilityman (temporary), Safety & Health Specialist for Electric Distribution & Transmission Depts., Journeyman Lineman, HR Compensation Analyst, Oracle Database Administrator, Temporary Journeyman Lineman, Sr. Database Administrator, Journeyman Protection Control Meter Technician.** 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.**
- **Night Force is recruiting for: Embedded Electrical Engineer, Firmware Engineer, Machine Shop Technician, Production Assemblers.** For more information and how to apply go to <https://nightforceoptics.applicantpro.com/jobs/>. **Closing dates vary with recruitments.**
- **Backyard Harvest is recruiting for: Gleaning Coordinator.** The Gleaning Coordinator supports the mission of Backyard Harvest by facilitating gleaning, gathering, and distribution efforts. The work includes significant volunteer coordination as well as assisting with events, outreach, and other Backyard Harvest activities. This position requires travel throughout the Palouse region (Latah and Whitman Counties) operating a Backyard Harvest vehicle, using ladders and picking equipment, and repeatedly lifting over 30 lbs. Backyard Harvest connects the bounty of our region with those who need it most! We are looking for a passionate, organized person to facilitate produce gleaning and distribution in the Palouse region. This critical work involves coordinating with local farmers, landowners, and produce donors; leading volunteers; and managing logistics and scheduling. The successful candidate will be a capable communicator comfortable working outside in varying conditions. Hours: Training and onboarding to begin in April, Seasonal work is from May - November (May to mid-June: 5-10 hours/week; mid-June to late October: 20-30 hours/week; late October - mid-November: 10-15 hours/week). Starting wage \$15.00 per hour. For more information and how to apply contact Beau Mosman, Executive Director at (208) 669-2259/Email: [director@backyardharvest.org](mailto:director@backyardharvest.org).

## **NOTICE**

### **NPT Athletic Commission Notice of Vacancy**

Notice of Vacancy for two (2) positions with the NPT Athletic Commission  
Letters of interest submitted to NPTEC Executive Assistant IV, Marie  
Baheza  
by the end of the work day on June 30, 2022.

[Click Here For Code Details](#)





## *Lapwai Indian Education*

### **Indian Parent Committee (IPC)**

#### **VACANT POSITION**

TITLE VI- Johnson O' Malley programs are seeking to fill vacant position(s) on the Indian Parent Committee (IPC)

You are eligible to serve on the Title VI- JOM Indian Parent Committee if you have Native American children / grandchildren who are currently enrolled in the Lapwai School District.

**DEADLINE: June 30, 2022**

Please submit a letter of Interest to Iris Chimburas, Indian Education Coordinator by email: [ichimburas@lapwai.org](mailto:ichimburas@lapwai.org) or call (208) 843-2241 Ext. 3204.

### ***Nez Perce Tribe, DFRM Watershed Division*** **SEEKING PROPOSALS for Merton and Upper Mill Creek** **Meadows Fence Replacement Projects**

The Nez Perce Tribe Fisheries Watershed Division, located in Sweetwater, Idaho, is soliciting proposals from selected qualified contractors to provide contract services for the replacement of two existing fences, the fence surrounding Merton Meadows and a portion of the fence surrounding Upper Mill Creek Meadows.

The goal of this project is maintain the integrity of the fences constructed to enhance and protect terrestrial and aquatic habitat through improved grazing management and reduced bovine access to sensitive riparian areas. The projects are located within the Nez Perce - Clearwater National Forest in Clearwater and Idaho Counties.

**Deadline to submit: 4pm on Thursday, June 23, 2022**

For complete details, click here: <https://nezperce.org/wp-content/uploads/2022/06/2022-Fencing-Bid-Solicitation-Merton-Mill-5-18-22.pdf>



## Labor offers three levels of service to maximize your job search



### Self Service

Job seekers can access many of our services online. If you need to use a computer, visit one of more than 50 local or mobile Labor offices. Register for work, create resumes, submit applications, research wage information, explore new careers, watch tutorials or take skills assessments.

### Self Service Plus

Use our local office resources at your own pace. Attend a workshop or job fair or schedule an appointment with a workforce consultant who can connect you with job leads and answer your questions about looking for work.



### Career Acceleration Program (CAP)

Sign up to work one-on-one with our career consultants to boost your job search and create a customized plan to get you on your way to employment within a few weeks. Give us a call and see if this is the program for you. For a directory visit [labor.idaho.gov/officedirectory](http://labor.idaho.gov/officedirectory).



*Find information about free job search workshops offered at several Idaho Labor locations on the other side of this flyer.*

Idaho Department of Labor

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



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The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodations are available upon request. Dial 711 for Idaho Relay Service.

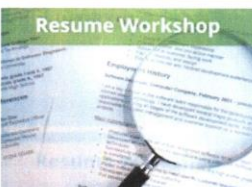
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# Job Search Workshops

Workshops are offered on different schedules at Idaho Labor offices across the state. Check the [calendar of events](#) to find one in your area.\*

## Maximize Your Job Search – Comprehensive Overview

This workshop is for anyone, but especially for people making an employment or career transition. Topics of discussion include the current labor market, how to look for work and the tools available at the Idaho Department of Labor to enhance your job search. Participants receive the Maximize Your Job Search workbook.



## Resume Workshop

Gain a competitive edge with a compelling resume in this workshop. Learn tips and tricks and what employers look for. Highlight your work skills and soft skills. Create the resume that suits your needs.

## Practice Interviewing

Learn how to successfully prepare for an interview and present yourself through this interactive workshop. Participants have an opportunity to participate in a mock interview, and receive professional feedback and pointers.



## Computer Basics for Job Seekers

An introduction to computer basics for job seekers like setting up a dedicated and professional email account, how to apply for jobs online, and creating Word documents for resumes and cover letters. No experience necessary to attend.

For more information about the Career Accelerator Program or any of Labor's services, contact Labor at [fill in your office and contact information here](#).

Walk-in hours and personal appointments with a workforce consultant are now available at mobile locations in rural areas throughout Idaho. Find a location near you at [labor.idaho.gov/officedirectory](http://labor.idaho.gov/officedirectory).

The Idaho Department of Labor is an equal opportunity employer and service provider. Reasonable accommodations are available upon request.  
Dial 711 for Idaho Relay Service.