

~ AUGUST 8, 2022 ~



NEZ PERCE TRIBE

JOB OPENINGS

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.

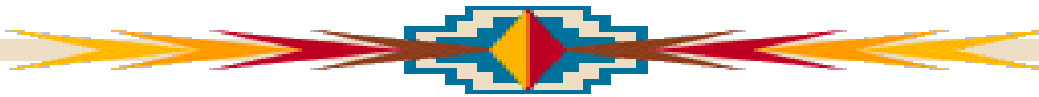
ACTIVE JOB SEEKERS LIST

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

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

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

The Nez Perce Tribe Senior Citizen Program is recruiting for: **BUS/VAN DRIVER [HR-18-104] (Kamiah)** part-time (29 hours or less per week). To transport senior citizens to and from activities, to and from grocery store, to post-office and appointments. Responsible for the delivery of meals on a daily basis. Works according to Vehicle Use and Maintenance Manual and other policies that apply. Position is under the supervision of the Senior Citizen Coordinator. Requires High School Diploma/GED, or specialized vocational training. Requires six (6) months bus/van operation. Must successfully pass an extensive background check upon hire. Requires a valid driver's license with the ability to be insured under the Tribes policy. Requires a Commercial Driver's License within six (6)

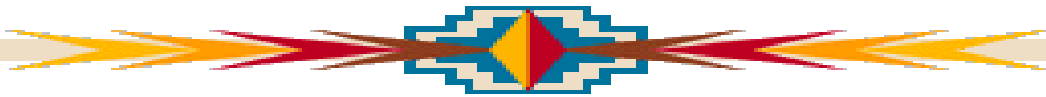


months of employment. Class description available at the NPT Human Resources Department. Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license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

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **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)

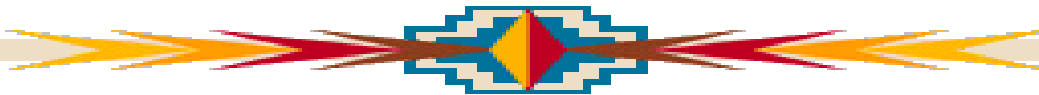


The Nez Perce Tribe Water Resources Division is recruiting for: **WASTEWATER & WATER OPERATOR /LAB ANALYST TECHNICIAN IV [HR-20-138] (Full-time/Lapwai)**. The Nez Perce Tribe Utilities Program operates and maintains three (3) water systems (North Lapwai, South Lapwai, and Kamiah), a MBR wastewater treatment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

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)

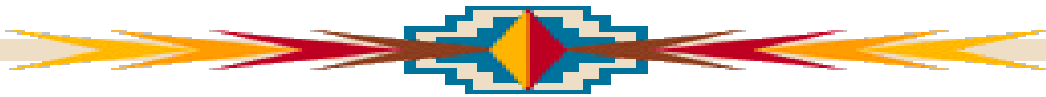
The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-176] (Full-time/Kamiah)**. August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as 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).** 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)

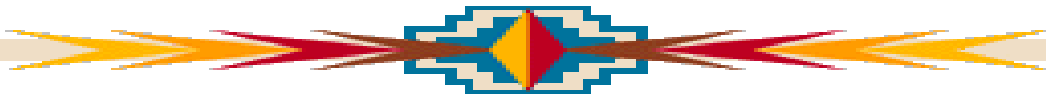
The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-104] (Full-time).** To direct staff and protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city state, and federal laws, ordinances, codes and regulations for assigned area 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 court-rooms, 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)

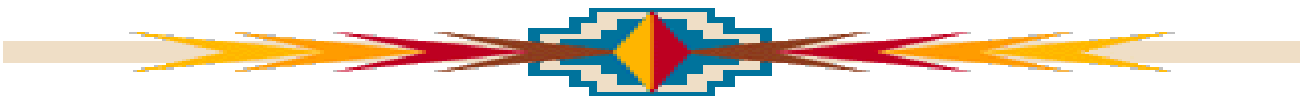
The Nez Perce Tribe Police Department is recruiting for: **POLICE CORPORAL [HR-22-108] (Full-time/night shift)**. To supervise staff and/or protect and serve the people of the Nez Perce Tribe. Responsible for staff supervision and/or enforcement of tribal, city, state, and federal laws, ordinances, codes, 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.

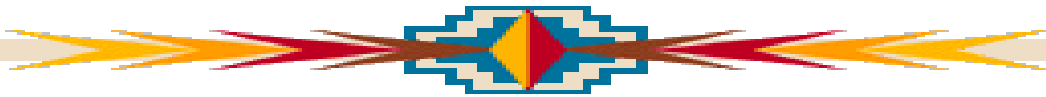


Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)

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 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 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.

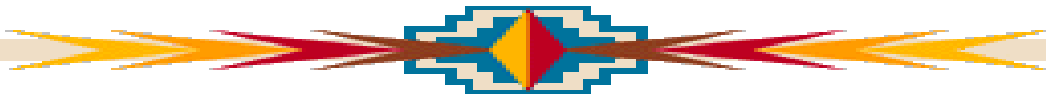


citizenship and proof of being at least twenty-one (21) years of age at the time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state, within 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)

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.

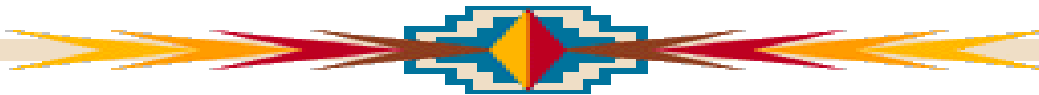


Requires two (2) years successful work experience in Social Work, Law enforcement, a Prosecutor's Office, Court or closely-related program. Must have familiarity with law enforcement, prosecutorial, and judicial processes and of local social service agencies and resources. Must be experienced in working 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. **Open until filled.** (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)

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. **Open until filled.** (Grade 9)

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.

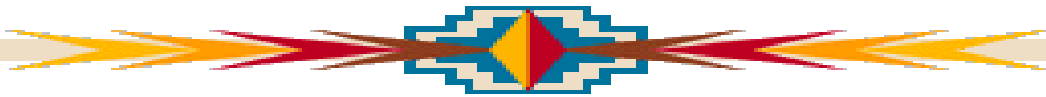


Requires high school diploma/GED. Must obtain CRP and First Aide, and Food Handlers certification within thirty (30) days of hire. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. One-year of experience dealing with children/youth in group 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. **Open until filled.** (Grade 10)

The Nez Perce Tribe Dept. of Natural Resource Water Resource Program is recruiting for: **ENVIRONMENTAL 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. **Open until filled.** (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. **Open until filled.** (Grade 28)

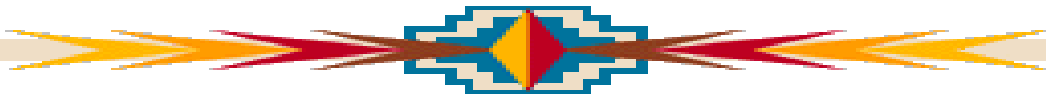
The Nez Perce Tribe Department of Law & Justice is recruiting for: **CHIEF OF POLICE/DIRECTOR OF PUBLIC SAFETY [HR-22-160] (Full-time/Lapwai)**. The purpose of the class is to supervise staff and provide management of the Nez Perce Tribal Police, and related law enforcement and emergency services. The 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)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **POLICE CAPTAIN [HR-22-162] (Full-time/Lapwai).** To assist the Chief of Police with the supervision of staff and the development of the Nez Perce Law Enforcement Program. Responsible for staff planning, civil and criminal; processes, training, equipment and supplies, budget, policy, and reporting. Assists the Chief of Police with research and formulation of long-range goals for the organization; development of policy and position papers and assumes the role of Acting Chief of Police in the Chiefs absence. Prefer to be willing to reside within the boundaries of the Nez Perce Reservation or resides within 30-mile radius of assigned workplace and responds from residence to the Nez Perce Indian Reservation within 30 minutes of notification when on-call or recalled to duty for emergencies and manning shortfalls. Requires a Bachelor's degree or education and training equivalent to four years of college education 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 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 individual 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 ten (10) years of experience in Law Enforcement or closely related field and at least five (5) years supervisory experience. Must possess and demonstrate leadership capabilities and good knowledge of management and supervisory practices. Class description available at the NPT Human Resources Department. Requires a valid driver's license with the ability to be insured under the Tribe's policy.

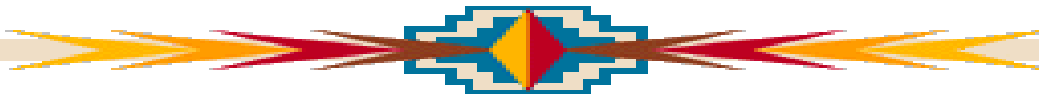


Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open Until Filled.** (Grade 25)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **YOUTH DIVERSION PROGRAM COORDINATOR [HR-22-167] (Full-time/Lapwai)**. The purpose of the class is to perform professional duties, in the coordination of services, and assist families with at risk youth as part of the Nez Perce Tribes Youth Diversion Program. Work includes managing a caseload; developing a service plan/contract; monitoring juvenile's status, progress and reinforcing accountability; preparing and maintaining accurate time and complete files and reports; developing and maintaining positive relationships with court staff, attorneys, school staff, and other professionals; attending case-related meetings; assist in the re-integration of youth in transition back to the community. The work is usually performed in an office environment with frequent trips to schools or other agencies. This position is supervised by the Prosecutor. Requires two years (2) of college education (48 credits), in education, human services, juvenile justice or related field. Three (3) years of relevant job experience may be substituted for each year of required college education. Must submit to and pass a criminal background check as a requirement of employment. Requires one (1) year work experience with families, juveniles, and juvenile justice case management. 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 15)

The Nez Perce Tribe Water Resources Division is recruiting for: **PROFESSIONAL II/NONPOINT SOURCE (NPS) PROGRAM COORDINATOR [HR-22-168] (Full-time/Lapwai)**. To manage and complete deliverables on multiple grants, including tasks such as the implementation of stream restoration projects; water quality monitoring, and riparian assessment; data collection, analysis, and management; contract creation and supervision of subcontractors; technical report writing; budget management; professional presentations; and grant writing. Requires a Bachelor's degree in biology, hydrology, environmental science, or a related biological or physical science field (M.S. preferred). Requires three (3) years of related professional experience or one (1) year of professional experience with a Master's degree (experience must be at the professional level). Requires one (1) year supervisory experience. A successful candidate will have knowledge and experience with experimental study design, statistical analysis methodology, best management practices (BMP) techniques, and will possess excellent written and oral communication skills. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

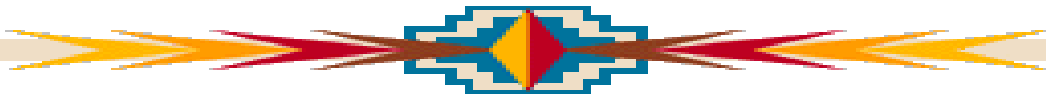
Extended: The Nez Perce Tribe Education Department is recruiting for: **FAMILY ENGAGEMENT SPECIALIST [HR-22-169] (Full-time/Lapwai)**. To implement the scope of work of the Nez Perce State Tribal Education Partnership (STEP) program to meet the unique cultural and educational needs of Native American students by improving their whole childhood development. The position will utilize working knowledge of Nez Perce family structure and values to identify and implement strategies to support the engagement of tribal families by applying culturally-responsive principles to enhance student's motivation to learn and to persist in school to graduation. Facilitate Family Engagement Teams with partner school districts to improve school parent programs, policies, and practices. Teach parent education sessions, such as the Family Learning Series or other curriculum. Provide technical assistance and professional development to partner school districts and state department of education (SDE) staff on evidence-based, culturally relevant (special emphasis on Nez Perce culture) and innovative education strategies. Strengthen collaboration with the partner school districts and Idaho SDE. Work closely with selected Capacity Building consultants that are knowledgeable in Idaho SDE programs and Native American culturally-relevant edu-



cation methods. Utilize data management and tracking system to document scope and outcome of technical assistance and professional development services provided. Work with Education Manager to analyze and use data to assist in decision-making, setting of priorities, and the creation strategic action plans. Keep abreast of trends, research and resources related to supporting the engagement of families and application of culturally-responsive principles. Assist the Education Manager in grant compliance, evaluation, and monitoring activities. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent on one (1) year of college. Requires two (2) years of work experience in Education or closely related field, with preference in work engaged directly with tribal students and families. Requires experience working with Native American organizations as well as the Nez Perce culture. Two (2) years' experience working in a public school educational setting preferred. Must be able to pass a criminal background check. [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 8/26/22. (Grade 13)**

The Nez Perce Tribe Department of Law & Justice/Tribal Court is recruiting for: **COURT CLERK I [HR-22-171] (Full-time/Lapwai)**. Establishes, monitors, and maintains court records and files; retrieves documents and records from departmental filing system. Maintains court calendars; schedules hearing and trial dates, including arrangements for jury trials; research, prepares and distributes notices of hearings. Establishes procedures for setting up civil cases and jury trial files; prepares documents for court cases, including notices of hearing, court orders, restraining orders, and other legal actions according to established protocols. Receives and files complaints; issues warrants, summons, and notices. Develops appropriate forms, notices, and document formats to improve customer service, data collection, data entry, and records management operations. Provides informational assistance to litigants, witnesses, attorneys, staff, judges, and the general public; answers phones and assists visitors. Collects fines, payments, judgments, and court costs from attorneys, litigants, defendants, and others; maintains logs and account records. Requires a High School Diploma or GED or specialized vocational training. Requires one (1) year experience to essential tasks. [Class description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other states where you have been licensed to drive in the last three (3) years. **This position closes on 8/15/22. (Grade 7)**

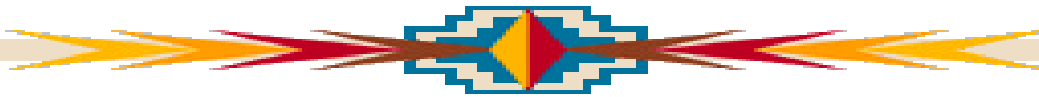
The Nez Perce Tribe Social Services Indian Child Welfare Program is recruiting for: **RESIDENT MENTOR [HR-22-172] (Full-time/Lapwai)**. To provide a safe, accountable and consistent environment at all times, by being responsible for all immediate care duties to children ages birth-17 referred to the Children's Home. Requires complying with the procedures as well as developing the skills necessary to manage difficult behavior that may arise due to the high levels needs of clientele served. Requires strict confidentiality and candidate must demonstrate a healthy lifestyle within the community. Requires high school diploma or GED, one (1) year experience dealing with child in group environments, ability to complete CPR/First Aid certification within 30 days of hire, ability to complete food handler I s certification within 30 days of hire, complete on-going in-service training within 90 days of hire. Must be drug free and free from physical conditions, which might adversely affect performance as a child care provider, in a 24 hour, 7 days a week facility. Please include two (2) letters of reference letters. [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: 8/19/22. (Grade 10)**



The Nez Perce Tribe Social Services Indian Child Welfare Program is recruiting for: **ICW-RESOURCE CASE-WORKER III [HR-22-173] (Full-time/Lapwai)**. To provide leadership supervision of staff as assigned; overseeing all areas of information, assistance, counseling and guidance to clients and their families. This position is under the direct supervision of the Director of Indian Child Welfare. Responsible for knowledge of the laws governing child protection, including the Nez Perce Tribal Code and the Indian Child Welfare Act. Experience with budgets, reporting requirements and grant writing for program funding. Will be assigned to handle investigations or assist with child victim of crime cases. Must maintain high confidentiality and understand the importance of trauma informed care when dealing with families. Must be familiar or connected to the Nez Perce Reservation and/or communities. Bachelor's degree required (master's degree preferred) in any human services fields; social work, sociology, psychology, or closely related field. Requires three (3) years' experience working with children and families; one year (1) experience working in Tribal communities. One (1) year supervisory experience. Must be able to pass an extensive criminal background check. Please include degree and two (2) letters of references. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes: 8/19/22. (Grade 19)**

The Nez Perce Tribe Finance Program is recruiting for: **LEAD GRANTS & CONTRACTS ACCOUNTANT [HR-22-174] (Full-time/Lapwai)**. To oversee and maintain complete and accurate financial records for Federal, State, and Private Foundation grants and contracts awarded to the Nez Perce Tribe. Responsible to manage, control, allocate and evaluate/monitor funds according to the authorized budget of a grant contract. All accounting tasks are performed according to Generally Accepted Accounting Principles (GAAP) and in compliance with pronouncements of the Governmental Accounting Standards Board (GASB) and the Office of Management & Budget (OMB) Uniform Administrative Guidance (Super Circular). Works within a general outline of duties to be performed to develop work methods according to specific terms and conditions of a grant or contract, under supervision of the Finance Manager. Requires a Bachelor's degree in related field. Three (3) years of relevant work experience may substituted for one (1) year of college. Requires five (5) years professional level experience, and two (2) years of 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: 8/22/22. (Grade 22)**

The Nez Perce Tribe Department of Fisheries Harvest Division is recruiting for: **FISHERIES BIOLOGIST I [HR-22-175] (Full-time/Lapwai)**. To supervise, train, and implement contracts and/or projects. Assign, review, and conduct duties relating to the collection, compilation, analysis, and written presentation of information as well as perform technical applications of fieldwork pertaining to fisheries. To lead and coordinate harvest field sampling schedules and assignments for fishery monitoring in areas of the Snake River Basin and its tributaries; As directed, assist with harvest field sampling schedules and assignments for fishery monitoring or other data collection activities in mainstem Columbia River and relevant fishery areas; Assist supervisor with fishery harvest data collection, enter/record data, perform quality assurance and quality control of data, and data summaries and analysis; Maintain and use salmon and steelhead harvest data in standardized database and/or Excel estimators used to estimate and store treaty catch/harvest and associated statistical information and analysis. 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 related field preferred; 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.



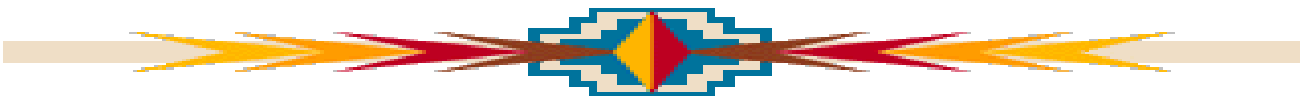
Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes: 8/26/22. (Grade 17)**

The Nez Perce Tribe Social Service/ TANF (Temporary Assistance for Needy Families) Program is recruiting for: **JOB DEVELOPER [HR-22-076] (Full-time/Lapwai)**. To comply with the four purposes of TANF specifically "end the dependency of needy families by promoting job preparation, work and marriage." Responsible for developing job opportunities with the Nez Perce Tribe, local businesses and organizations. Assist participants to identify and successfully compete for employment opportunities. Provide job seeking skills workshops, career counseling or coordinating employment and job search activities. Provide ongoing support for participants. Responsible for records management, and data processing. Works closely with case managers and Director in routine and complex case management. Requires an Associate's degree in social service, behavioral health or related field, or equivalent combination of education and experience. Three (3) years of related experience is equivalent to one (1) year of college. Requires two (2) years' work experience in job development, career counseling, office management and working in a customer focused environment assisting clients, staff, and the general public. Positive employment history and demonstrated teamwork. 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: 8/22/22. (Grade 14)**

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



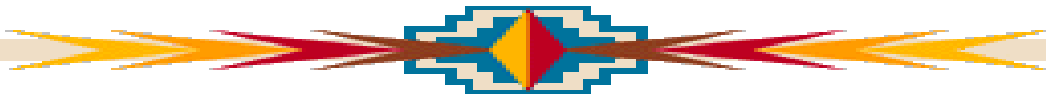
current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 10)

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

The Nez Perce Tribe 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).** 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 short-falls. 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)

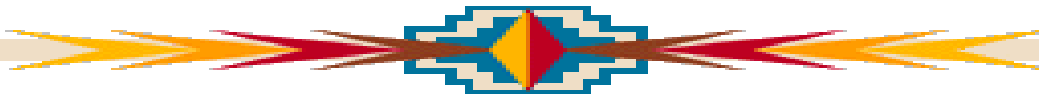
The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-104] (Full-time).** To direct staff and protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city state, and federal laws, ordinances, codes and regulations for assigned area 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 short-falls. 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 court-rooms, 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))

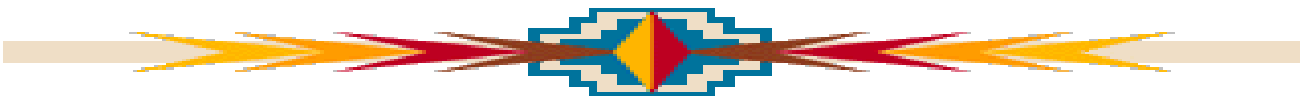
Re-advertised: The Nez Perce Tribe Students for Success Program is recruiting for: **PROJECT COORDINATOR [HR-22-109] (Full-time/Lapwai)**. This position will report directly to the Students for Success Director. Responsibility to deliver reservation-wide outreach. Requires excellent organizational and 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 SPECIAILIST [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.

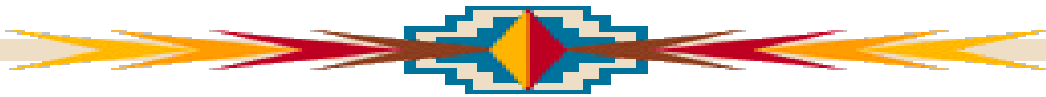


Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)

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 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 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))

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. **Open until filled.** (Grade 13)

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 effect 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.



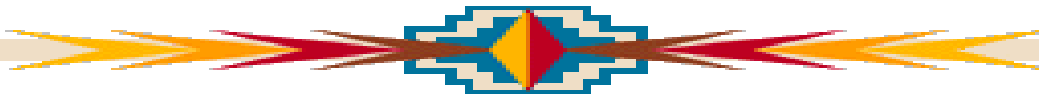
Must provide current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 9)

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. **Open until filled.** (Grade 10)

The Nez Perce Tribe Dept. of Natural Resource Water Resource Program is recruiting for: **ENVIRONMENTAL 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. **Open until filled.** (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. **Open until filled.** (Grade 28)

The Nez Perce Tribe Water Resources Division is recruiting for: **PROFESSIONAL II/NONPOINT SOURCE (NPS) PROGRAM COORDINATOR [HR-22-168] (Full-time/Lapwai)**. To manage and complete deliverables on multiple grants, including tasks such as the implementation of stream restoration projects; water quality monitoring,



and riparian assessment; data collection, analysis, and management; contract creation and supervision of subcontractors; technical report writing; budget management; professional presentations; and grant writing. Requires a Bachelor's degree in biology, hydrology, environmental science, or a related biological or physical science field (M.S. preferred). Requires three (3) years of related professional experience or one (1) year of professional experience with a Master's degree (experience must be at the professional level). Requires one (1) year supervisory experience. A successful candidate will have knowledge and experience with experimental study design, statistical analysis methodology, best management practices (BMP) techniques, and will possess excellent written and oral communication skills. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

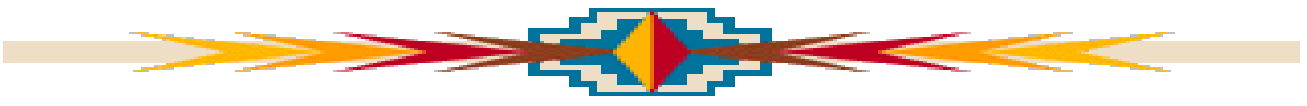
To apply: Recruitments for *Entry Level Positions (Grade 15 and below)* will require a completed Tribal application only. Recruitments for *Professional Positions (Grade 16 and above)* will require a completed Tribal application and resume. **Please submit one application per position:**

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

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

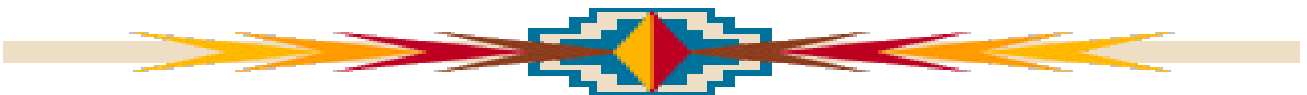
OTHER EMPLOYMENT OPPORTUNITIES

- **State of Washington/Dept. of Social & Health Services (DSHS) is recruiting for: Office Manager.** This is a full-time position located at Olympia, WA. In this role, you will oversee all purchasing under the District Manager for DCS staff and for monitoring and managing "hotel" sites for other divisions and partners. This scope of work includes records management, filing systems, records classification, retention and disposition; managing expenses reports and forecasts; security system monitoring and designing office space layouts. Your knowledge and skills will help to Transform Lives! For more information and how to apply go to www.careers.wa.gov. Job # 2022-10897. **Closing date 8/15/22.**
- **Idaho Department of Parks & Recreation (IDPR) has some great job opportunities: Non-Motorized Trails Program Coordinator - Boise.** The Non-Motorized Trail Program Coordinator is responsible for maintaining approximately 15 agreements/leases that are required to maintain the Park N' Ski trail system and other trail networks across Idaho. This position may also assist with the Recreational Trails Program (RTP) Fund and final inspections of completed projects. Please visit [Non-Motorized Trails Program Coordinator Job Announcement](#). **Closing date 8/9/22.** **Lands Program Specialist - Boise, ID.** As a Lands Program Specialist with IDPR you will have the opportunity to attend Forest Collaboratives and various working groups across Idaho to participate in Forest Planning, Travel Planning, and various other collaborative efforts that affect recreation opportunities within Idaho. You will work closely with our Recreation Bureau to collect input from program staff to incorporate into collaborative meetings and written comments. Additionally, you will provide specialized technical assistance and consultation to department staff regarding management decisions. Please



visit [Lands Program Specialist Job Announcement](#). **Closing date 8/10/22. Recreation Training Coordinator - Coeur d' Alene, ID.** Identify and assess training needs and establish training objectives and priorities; Develop and recommend program budget; design, develop and modify courses and materials; Develop curricula to ensure related certifications and select, train, and certify training instructors. Please visit [North Region Recreation Training Coordinator Job Announcement](#). **Closing date 8/17/22.**

- **Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is recruiting for: Fisheries Technician II/III.** This position will conduct field work and collect data for the Umatilla Natural Production Monitoring and Evaluation Project and may provide support to other projects within the CTUIR ceded area. This position will assist with monitoring and evaluating steelhead, spring Chinook, and bull trout populations in a manner consistent with the CTUIR treaty rights and interests. For more information and how to apply go to www.ctuir.org. **Closing date 8/12/22.**
- **Nez Perce County is recruiting for: Deputy Court Clerk.** Full-time position with the District Court. \$17.09-\$18.10/hr, plus exceptional benefits including: PERSI retirement, excellent medical insurance and generous vacation/sick/holiday leave. Deputy Court Clerks perform a wide variety of duties to maintain court operations and facilitate records and information management requiring a high degree of accuracy and confidentiality. Position interacts with litigants, defendants, attorneys, representatives from other agencies and members of the public. Min. Qualifications: High school graduate/equivalent; Associate's Degree from an accredited college or technical school in a related field; and at least two years' clerical working experience OR equivalent combination of education and experience to successfully perform the work required. Excellent customer service skills are required, as well as the ability to maintain positive working relationships. Obtain application/view complete job qualifications at <http://www.co.nezperce.id.us/Departments/Personnel.aspx>. or inquire by calling (208) 799-3198. **Closes 5:00 p.m., Wed., August 17, 2022.** EOE and accords veteran's preference.
- **Washington State Department of Natural Resources is recruiting for: Deputy Director of Tribal Relations.** This is a full-time position located at Olympia, WA. This position will "Work for Commissioner of Public Lands Hilary Franz and the Department of Natural Resources (DNR) to bring forward tribal voices and develop policies and procedures that will benefit all Washingtonians for generations to come. Position is responsible for facilitating effective intergovernmental relations with tribal governments. This includes advancing bold, forward-thinking initiatives that boost rural and urban economies, tackling the biggest challenges facing our forests, public lands and waters, and building stronger, healthier, and more equitable communities. For more information and how to apply go to <https://www.governmentjobs.com/careers/washington/jobs/3645435/deputy-director-of-tribal-relations?keywords=deputy%20director%20of%20tribal%20relations&pagetype=jobOpportunitiesJobs&pagetype=jobOpportunitiesJobs>. **Closing date 8/28/22.**
- **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. **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: Driver Class A (#1831315/\$26.62 per hr.), Cashier (#1827880/\$14.00 per hr.), Hospitality Aide (#1824415/DOE), Truss Designer (#1773125/DOE), Converting Entry Level (#1822084/DOE), LPN or RN (#1821533/DOE), Warehouse Laborer (#1819657/DOE), Cashier (#1396902/\$12.00 per hr.), Floral Designer Salesperson (#1649002/DOE), Pallet Assembler (#1709854/\$14.00 per hr.), Computer Programmer (#1666506/ 56, 742-\$66, 747 annual), Construction Laborer (#1701213/DOE), Landscape Laborer (#1691843/\$17.00 per hr.), Event Coordinator (#1774331/\$19.10-\$31.56 per hr.).** For more information and how to apply go to www.idahoworks.gov.
- **Lapwai School District is recruiting for: One year Non-Certified Substitute with Benefit, Middle School Boys Basketball Coach, Middle School Girls Volleyball Coach, Bus Driver, Behavior Interventionist Paraprofessional, Special Education Instructional Assistant, C Squad High School Volleyball Coach, Substitutes: Teacher, Custodian and Kitchen.** Applications can be found on the website 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: Kettle Falls Plant Mechanic, Safety & Health Specialist, Benefits Specialist I, II, III, Systems Operator EIM/Reliability, Co-Pilot, Journeyman Protection Control Meter Technician, Groundman CDL- Temporary, Grounds Keeper, Fuel Equipment Operator, Communication Program Manager, Electric Shop Helper- Temporary, Control Operator, Journeyman Lineman, Security Engineer, Network Engineer/Senior Transport Planner, Oracle Database Administrator.** For more information and how to apply go to 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, Customer & Technical Service Representative, Quality Control Inspector.** For more information and how to apply go to <https://nightforceoptics.applicantpro.com/jobs/>. **Closing dates vary with recruitments.**

Latest Job Information for the Northern Region of the Forest Service



For all the latest on our jobs including:

- All permanent positions including entry level jobs, professional positions, and technical positions
- Upcoming Jobs in GIS & Information Systems to be advertised soon. Contact us now if interested. Go to: <https://mailchi.mp/3cd06d3ed131/latest-job-info>



TRIBAL EMPLOYMENT RIGHTS OFFICE NEWS ☺

- **New TERO Clients-** fill out skills bank apt, need copies of tribal ID, SSC, DL, state ID, high school diploma, GED, resumes and any certificates you have earned☺
- **Reminder-**All TERO Clients need to be signing in **WEEKLY** to be sent out on upcoming projects. **TERO NEEDS TO HEAR FROM THE CLIENT IF THEY ARE STILL AVAILABLE FOR WORK☺**
- **TVTC Pre-Apprenticeship Program-** come into the TERO Program for more information on this training. *Call (208) 621-4856 and meet with the TERO Client Advocate today & get an application in for this training ☺*
- **Sage Truck Driving School-** 4 weeks of classroom learning and instruction on a driving simulator and weekly exams. Classes are starting on **July 5th & 19th, 2022**. **August** classes will be listed when dates are available☺



UPCOMING TRAINING'S

TVTC

PRE-APPRENTICESHIP TRAINING PROGRAM

When: August 23, 2022

Where: Tulalip WA

16 weeks of classroom learning

In-class guest speakers

First Aid/CPR cards

Flagging card and so much more training!

SAGE Trucking Program

Earn your CDL

4 weeks of instruction

Start your career in Truck Driving now!

NPT TERO PROGRAM

102 Agency RD
P.O. Box 365
Lapwai, ID 83540
(208) 843-7363
Monday-Friday
8:00 AM-4:30 PM