

~ NOVEMBER 21, 2022 ~



NEZ PERCE TRIBE

JOB OPENINGS

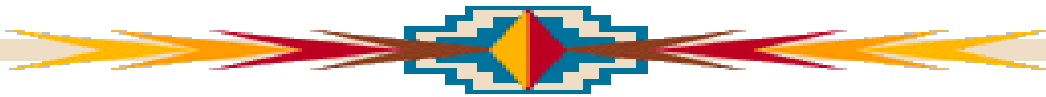
ACTIVE JOB SEEKERS LIST

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 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. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 12)

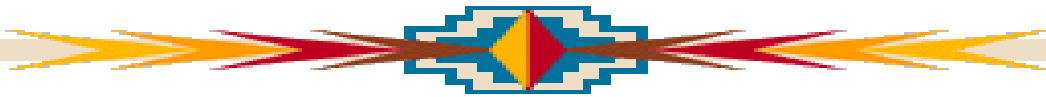


The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **TWO (2) BUS OPERATORS [HR-18-120] (On-Call/Lapwai)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a High School Diploma/GED. Requires an Idaho 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. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 12)**

The Nez Perce Tribe 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 mealtimes, 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.

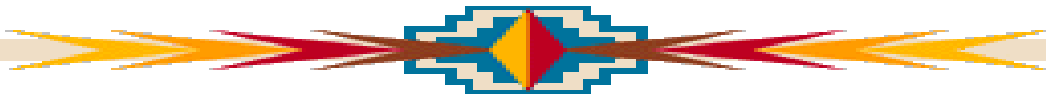


Requires High School Diploma/GED. Shall obtain Food Handler's card, CPR and First Aid Certification. Requires criminal background check/fingerprint check, physical exam, and TB test prior to appointment. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug 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 mealtimes, 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. 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 21/\$27.58)

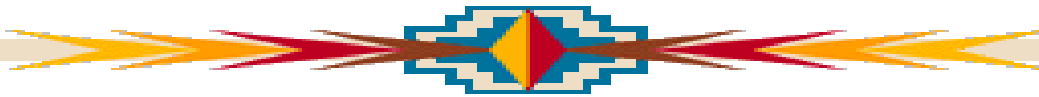
The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-104] (Full-time).** To direct staff and protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city state, and federal laws, ordinances, codes and regulations for assigned area 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. 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 21/\$28.41(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. 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 25/\$34.81(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

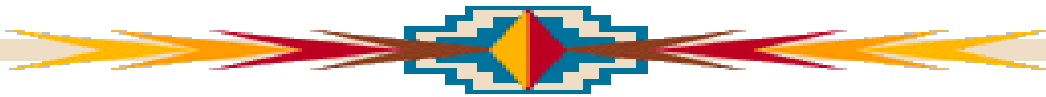


(JHTWC) set by the Court Orders, this also includes other adult and/or juvenile offenders. This position is supervised by the Probation Supervisor. Requires an associate degree in criminal justice or related field, or substitution of certificate of completion in Probation, Law Enforcement, Misdemeanor 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)

Re-Advertised: The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-22-148] (Full-time/Lapwai).** The Program Director is a member of the administrative staff team, assisting the Unit Director and supporting Club personnel, Club members and all Club grants, programs, activities and events. Responsible for providing onboarding and continued training for Club personnel, supervising Club personnel, ensuring safe, fun and a positive environment; Will provide guidance and discipline for Club members and notify or communicate with Club member's parent/guardian on any Clubhouse information, accident/incidents and/or behavioral issues and suspensions involving their child. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year college. Must possess and maintain CRP, First Aid, and Automated External Defibrillator (AED) Certification within six (6) months of employment. Must pass a criminal background check. Requires previous management experience and one (1) year supervisory work experience with youth ages 5-18. Experience with Boys & Girls Clubs 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 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 Law & Justice is recruiting for: **CHIEF OF POLICE/DIRECTOR OF PUBLIC SAFETY [HR-22-160].** To supervise staff and provide management of the Nez Perce Tribal Police, and related law enforcement and emergency services. Responsible for staff planning, civil and criminal processes, training, equipment, supplies budget, policy, and reporting. 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

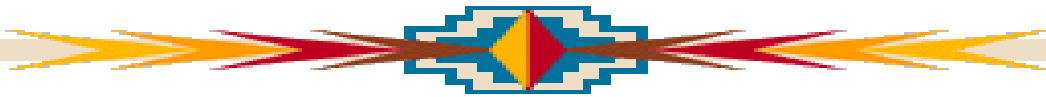


including courses in Law Enforcement or a closely related field, with no less than fifteen(15) years of increasingly responsible and successful Law Enforcement experience including no less than seven (7) years of successful supervisory experience in a law enforcement agency. Requires basic police officer 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/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. **Open until filled.** (Grade 7)

Re-Advertised: 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

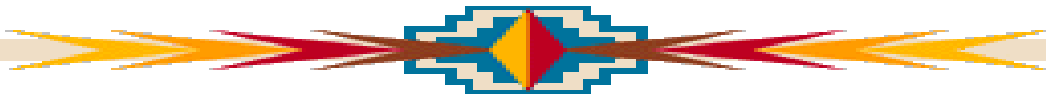


must demonstrate a healthy lifestyle within the community. Requires high school diploma or GED, one (1) year experience dealing with child in group environments, ability to complete CPR/First Aid certification within 30 days of hire, ability to complete food handler's certification within 30 days of 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 childcare 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. **Open until filled.** (Grade 10)

The Nez Perce Tribe Boys & Girls Club is recruiting for: **MEMBERSHIP SERVICES DIRECTOR [HR-22-178] (Full-time/Lapwai).** Responsible to perform a variety of office manager duties for program staff regarding the Boys & Girls Club as authorized under the Boys & Girls Club Management. Employee is the primary link of communication between members, parents, and the general public. Responsible for maintaining a positive, friendly interactions, and maintain a clean, organized image at the front counter. Serves as the receptionist and office manager. Is the data processor and generally works within established procedure to ensure task accomplishments. Directs the public to information and resources, as well as the program managers and administration when necessary. Must keep current records in the Membership Tracking Services (MTS). Position is supervised by the Executive Director of the Boys & Girls Club. Requires one (1) year of college experience or technical training equivalent to one year or High School Diploma/ GED with three years' work experience with a Boys & Girls Clubs of America. Requires minimum of two (2) years' experience in customer service and be willing to receive continuous on-the-job training as needed. Must pass a criminal background check. 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 9/Step 4)

The Nez Perce Tribe Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL [HR-22-179] (Part-time (29 hrs. or less)/Lapwai).** To lead and support the station activities, and to supervise their specific program area to ensure the safety of all Club members. Provide programs and activities within a specific program area such as Arts & Crafts, Gym, Games Room, Education Center and Teen Center. Provide guidance and discipline while building relationships utilizing the Youth Development Strategy. This position is supervised by the unit director. Responsible for planning, implementing, and evaluating educational activities in compliance with Boys & Girls Club Performance Standards. Requires a High School Diploma/GED. Prefer experience working with youth. Must pass a criminal background check. 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 9/Step1)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **CHIEF JUDGE [HR-22-185] (Full-time/Lapwai).** Requires a wide range of legal, administrative, management and budgetary skills. Presides over the Tribal Court, and hears, or assigns to other Tribal Court Associate and Pro-Tem judges, all cases heard in the Tribal Court. Handles all phases of civil and criminal litigation, drafts orders, opinions, memoranda and other legal documents, and fulfills all other duties required to assure an effective and fair Tribal Court. In addition, supervises Associate Judges, Court Administrator and Healing to Wellness Court Coordinator. Must be at least 25 years of age. Requires three (3) years' judicial experience or ten (10) years' experience in active practice of law, preferably in a Tribal Court, and three (3) years of supervisory experience. Evidence of success in court administration and

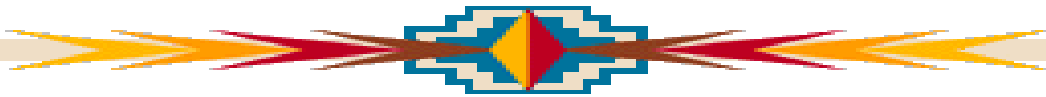


court budget development is preferred. Applicants must demonstrate that they have a thorough knowledge of Indian law, the Nez Perce Tribal Code, and applicable federal law, including but not limited to the Tribal Law and Order Act and Violence Against Women Act. Must have a Juris Doctor from an accredited law school and must be a member in good standing of a state bar. This is a four (4) year contract position with generous salary and benefits. 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 28)

The Nez Perce Tribal Social Services Indian Child Welfare Program is recruiting for: **ICW-RESOURCE CASE-WORKER I [HR-22-189] (Full-time/Lapwai).** Responsible for case management, data entry, and reporting. Works within a general outline of work to be performed, developing work methods, sequences under the direct supervision of the Director of Indian Child Welfare. Responsible for the protection of children enrolled or eligible for enrollment in a federally recognized Tribe within boundaries of the Nez Perce Indian Reservation. Responsible for promoting family preservation and brokering resources to children and their families. Responsible for considerable knowledge of the laws governing child protection including the Nez Perce Tribal Law & Order Code and the Indian Child Welfare Act. Requires (2) two years of college education (48 credits). Three (3) years of relevant job experience may be substituted for one (1) year of college education. Requires (6) months experience working with children, youth, elders, and families. Experience working in Tribal community preferred. Must be able to pass a criminal background check prior to employment or within fifteen (15) 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 15)

The Nez Perce Tribe Students for Success Program is recruiting for: **PREVENTION OUTREACH WORKER [HR-22-188] (Lapwai).** Regular full-time position that is grant funded for (1) year, but transitions to part-time regular (less than 29 hours per week) in year 2, the funding for this position is 2-years but position may continue beyond 2 years contingent on funding. Requires excellent organizational and multi-tasking skills to implement the comprehensive prevention outreach objectives for the program's multiple funding sources. Responsible for educational presentations, materials development using tribal specific messages/imagery and available tribal specific data on Alcohol, Tobacco, and Other Drugs (ATOD). Assists with community outreach, partnership development, and compliance of the cooperative agreement or contracts. 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 experience is equivalent to one (1) year of college. One (1) year experience preferred in Drug and Alcohol prevention, intervention or treatment, criminal justice, social work or any discipline involving youth. This position will report directly to the Students for Success Director. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 12)

The Nez Perce Tribe Students for Success Program is recruiting for: **PREVENTION OUTREACH SPECIALIST [HR-22-191] (Full-time/Lapwai).** Requires excellent organizational and multi-tasking skills to implement the comprehensive prevention outreach objectives for the program's multiple funding sources. Responsible for development and implementation of project goals and objectives to cultivate positive change in youth behavior with evidence-based best practices to serve youth through cultural activities and life skills. Coordinates prevention and enrichment activities with other youth programs, outreach services and education agencies. Works closely with Program Director to implement, monitor, and evaluate Tribal Youth project. Must have excellent writing and oral communication



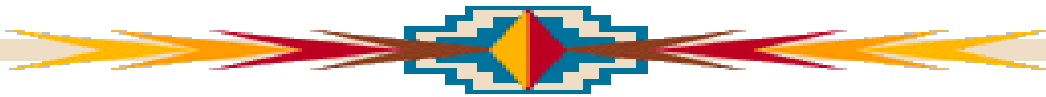
skills, highly motivated and have the ability to work independently and cooperatively with others. Requires associate degree, vocational technical degree, or specialized training equivalent to satisfactory completion of two (2) years of college education. Three (3) years of relevant experience is equivalent to one (1) year of college. Requires two (2) years of experience in any of the following areas: Drug and Alcohol prevention, intervention or treatment, criminal justice, social work or any discipline involving youth (volunteer or paid.) This position will report directly to the Students for Success Director, with the responsibility to deliver reservation-wide outreach. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 13)

The Nez Perce Tribe Law & Justice Department-Tribal Court is recruiting for: **DATA ENTRY CLERK I [HR-22-193] (Full-time/Lapwai).** The purpose of this class is to input accurate data as required into the courts case management system, and provide clerical assistance to the Tribal Court. The class is designed to gain basic knowledge of how the Courthouse administration operates on a daily basis. This position is supervised by the Court Administrator. Prefer a High School Diploma or GED or specialized training, must submit to a criminal background check, no work experience required. Class 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)

Extended: The Nez Perce Tribe's Environmental Restoration and Waste Management Program is recruiting for: **HYDROGEOLOGIST SPECIALIST/PROFESSIONAL III [HR-22-194] (Full-time/Lapwai).** Will be responsible for reviewing, analyzing, and developing written comments on activities at the Hanford Site. The position requires a Bachelor's degree (Master's preferred) in Geology, Geochemistry, Geophysics, Environmental Science, Nuclear Science, Soils or a closely related field. Required knowledge, skills and experience with; the development of experimental study designs, advanced statistical analysis, monitoring and evaluation of large-scale management programs, report writing, journal publications and professional presentations. Requires three (3) years professional level experience with Bachelor's or one (1) year professional level experience with Master's degree. Requires two (2) years supervisory experience. Please provide proof of degree. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **This position closes 12/6/22.** (Grade 20)

The Nez Perce Tribe Gaming Commission Department is recruiting for: **OFFICE ASSISTANT I [HR-22-196] (Full-time/Lewiston)** To provide general clerical support. Responsible for assigned tasks and customer service. Works according to some set procedures, requiring some decision making under general supervision. Requires a high school diploma/GED, or specialized vocational training. 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **This position close 12/2/22.** (Grade 7)

The Nez Perce Tribe's Environmental Restoration and Waste Management Program is recruiting for: **ENVIRONMENTAL RISK SPECIALIST/PROFESSIONAL IV [HR-22-197] (Full-time/Lapwai).** Relevant experience with the Resource Conservation and Recovery Act (RCRA) and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) is preferred; as well as experience working on behalf of Indian tribes or other governments. The ERWM Program's role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington, regulate air quality on the Tribe' Reservation in the state of Idaho, and oversee emergency response



planning on the Reservation. The ideal candidate will be comfortable reviewing, analyzing, and commenting on environmental risk assessments related to RCRA and CERCLA actions at the Hanford Site. Will need to be a team player and have sound judgement, accompanied by excellent research, writing, and communications skills. Will also have the ability to analyze complex risk assessment issues; to delve deeply into environmental strategies and projects related to the Tribe's interests at the Hanford Site; and to respond to the wide array of environmental issues that require prompt and accurate analysis. Requires four (4) years professional experience with a Bachelor's, two (2) years professional experience with Master's, or one (1) year professional experience with PhD. Please provide proof of degree. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 21)

The Nez Perce Tribe's Environmental Restoration and Waste Management Program is recruiting for: **HANFORD LEGAL/POLICY ANALYST [HR-22-198] (Full-time/Lapwai).** Relevant experience with the Resource Conservation and Recovery Act (RCRA), National Environmental Policy Act (NEPA), and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) is preferred; as well as experience working on behalf of Indian tribes or other governments. The ERWM Program's role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington, regulate air quality on the Tribe' Reservation in the state of Idaho, and oversee emergency response planning on the Reservation. The ideal candidate will be comfortable handling legal issues related to RCRA, NEPA, and CERCLA. The ideal candidate will be a team player and will have sound judgement, accompanied by excellent research, writing, and communications skills. Will also have the ability to analyze complex factual, legal, and policy issues; to delve deeply into environmental strategies and projects related to the Tribe's interests at the Hanford Site; and to respond to the wide array of environmental issues that require prompt and accurate analysis on a day-to-day basis. Requires membership in the Washington and Idaho state bar or willingness to attain membership in both associations within one (1) year of assuming the position. Requires a Juris Doctorate degree from an accredited law school. One (1) year of legal practice experience preferred. Please provide proof of degree. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 28)

The Nez Perce Tribe's Environmental Restoration and Waste Management Program is recruiting for: **CHEM-IST/TOXICOLOGIST [HR-22-199] (Full-time/Lapwai).** Relevant experience with the Resource Conservation and Recovery Act (RCRA) and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) is preferred; as well as experience working on behalf of Indian tribes or other governments. The ERWM Program's role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington.. The candidate must be competent reviewing, analyzing, and commenting on proposed management of hazardous and radiological wastes at the Hanford Site under RCRA and CERCLA actions. Will need to be a team player and have sound judgement, accompanied by research, writing, and communications skills. Will also have the ability to analyze complex hazardous waste management issues; to delve deeply into environmental cleanup strategies and projects related to the Tribe's interests at the Hanford Site; and to respond to the wide array of waste management issues that require prompt and accurate analysis. Requires a minimum of six (6) years professional experience with Bachelor's, four (4) years professional experience with Master's, or two (2) years professional experience with PhD. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 21)



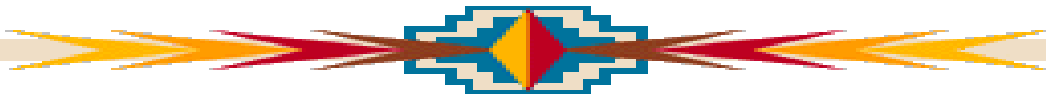
Open to All qualified (General Public) for the following positions:

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 mealtimes, 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)

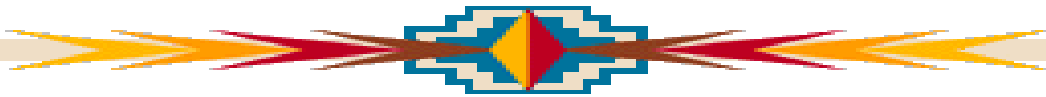
The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-176] (Full-time/Kamiah)**. August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as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

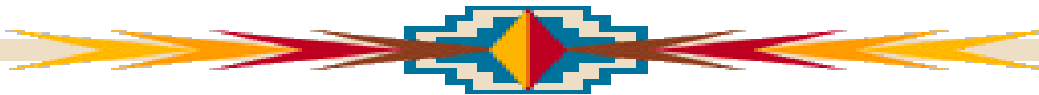
The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-22-104] (Full-time).** To direct staff and protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city state, and federal laws, ordinances, codes and regulations for assigned area 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. 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 21/\$28.41(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. 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 25/\$34.81(DOQ))

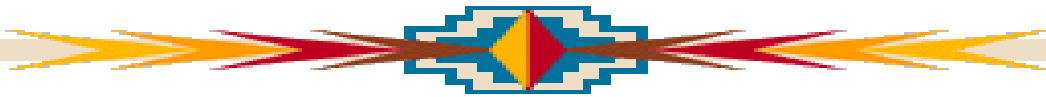
Re-Advertised: The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-22-148] (Full-time/Lapwai).** The Program Director is a member of the administrative staff team, assisting the Unit Director and supporting Club personnel, Club members and all Club grants, programs, activities and events. Responsible for providing onboarding and continued training for Club personnel, supervising Club personnel, ensuring safe, fun and a positive environment; Will provide guidance and discipline for Club members and notify or communicate with Club member's parent/guardian on any Clubhouse information, accident/incidents and/or behavioral issues and suspensions involving their child. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year college. Must possess and maintain CRP, First Aid, and Automated External Defibrillator (AED) Certification within six (6) months of employment. Must pass a criminal background check. Requires previous management experience and one (1) year supervisory work experience with youth ages 5-18. Experience with Boys & Girls Clubs 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 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 Law & Justice is recruiting for: **CHIEF OF POLICE/DIRECTOR OF PUBLIC SAFETY [HR-22-160]**. To supervise staff and provide management of the Nez Perce Tribal Police, and related law enforcement and emergency services. Responsible for staff planning, civil and criminal processes, training, equipment, supplies budget, policy, and reporting. 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 or a closely related field, with no less than fifteen (15) years of increasingly responsible and successful 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 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'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 childcare 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. **Open until filled.** (Grade 10)

The Nez Perce Tribe Boys & Girls Club is recruiting for: **MEMBERSHIP SERVICES DIRECTOR [HR-22-178] (Full-time/Lapwai)**. Responsible to perform a variety of office manager duties for program staff regarding the Boys & Girls Club as authorized under the Boys & Girls Club Management. Employee is the primary link of communication between members, parents, and the general public. Responsible for maintaining a positive, friendly interactions, and maintain a clean, organized image at the front counter. Serves as the receptionist and office manager. Is the data processor and generally works within established procedure to ensure task accomplishments. Directs the public to information and resources, as well as the program managers and administration when necessary. Must keep current records in the Membership Tracking Services (MTS). Position is supervised by the Executive Director of the Boys & Girls Club. Requires one (1) year of college experience or technical training equivalent to one year or High School Diploma/ GED with three years' work experience with a Boys & Girls Clubs of America. Requires minimum of two (2) years' experience in customer service and be willing to receive continuous on-the-job

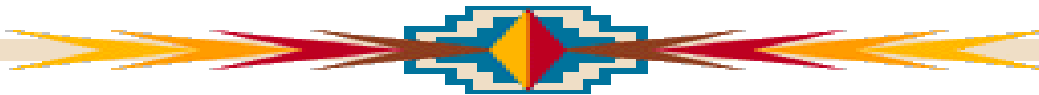


training as needed. Must pass a criminal background check. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. 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 9/Step 4)*

The Nez Perce Tribe Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL [HR-22-179] (Part-time (29 hrs. or less)/Lapwai).** To lead and support the station activities, and to supervise their specific program area to ensure the safety of all Club members. Provide programs and activities within a specific program area such as Arts & Crafts, Gym, Games Room, Education Center and Teen Center. Provide guidance and discipline while building relationships utilizing the Youth Development Strategy. This position is supervised by the unit director. Responsible for planning, implementing, and evaluating educational activities in compliance with Boys & Girls Club Performance Standards. Requires a High School Diploma/GED. Prefer experience working with youth. Must pass a criminal background check. 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 9/Step1)*

The Nez Perce Tribe Students for Success Program is recruiting for: **PREVENTION OUTREACH WORKER [HR-22-188] (Lapwai). Regular full-time position that is grant funded for (1) year, but transitions to part-time regular (less than 29 hours per week) in year 2, the funding for this position is 2-years but position may continue beyond 2 years contingent on funding.** Requires excellent organizational and multi-tasking skills to implement the comprehensive prevention outreach objectives for the program's multiple funding sources. Responsible for educational presentations, materials development using tribal specific messages/imagery and available tribal specific data on Alcohol, Tobacco, and Other Drugs (ATOD). Assists with community outreach, partnership development, and compliance of the cooperative agreement or contracts. 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 experience is equivalent to one (1) year of college. One (1) year experience preferred in Drug and Alcohol prevention, intervention or treatment, criminal justice, social work or any discipline involving youth. This position will report directly to the Students for Success Director. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** *(Grade 12)*

The Nez Perce Tribe Students for Success Program is recruiting for: **PREVENTION OUTREACH SPECIALIST [HR-22-191] (Full-time/Lapwai).** Requires excellent organizational and multi-tasking skills to implement the comprehensive prevention outreach objectives for the program's multiple funding sources. Responsible for development and implementation of project goals and objectives to cultivate positive change in youth behavior with evidence-based best practices to serve youth through cultural activities and life skills. Coordinates prevention and enrichment activities with other youth programs, outreach services and education agencies. Works closely with Program Director to implement, monitor, and evaluate Tribal Youth project. Must have excellent writing and oral communication skills, highly motivated and have the ability to work independently and cooperatively with others. Requires associate degree, vocational technical degree, or specialized training equivalent to satisfactory completion of two (2) years of college education. Three (3) years of relevant experience is equivalent to one (1) year of college. Requires two (2) years of experience in any of the following areas: Drug and Alcohol prevention, intervention or treatment, criminal

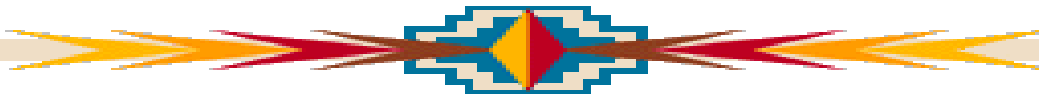


justice, social work or any discipline involving youth (volunteer or paid.) This position will report directly to the Students for Success Director, with the responsibility to deliver reservation-wide outreach. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 13)

The Nez Perce Tribe's Environmental Restoration and Waste Management Program is recruiting for: **ENVIRONMENTAL RISK SPECIALIST/PROFESSIONAL IV [HR-22-197] (Full-time/Lapwai).** Relevant experience with the Resource Conservation and Recovery Act (RCRA) and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) is preferred; as well as experience working on behalf of Indian tribes or other governments. The ERWM Program's role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington, regulate air quality on the Tribe' Reservation in the state of Idaho, and oversee emergency response planning on the Reservation. The ideal candidate will be comfortable reviewing, analyzing, and commenting on environmental risk assessments related to RCRA and CERCLA actions at the Hanford Site. Will need to be a team player and have sound judgement, accompanied by excellent research, writing, and communications skills. Will also have the ability to analyze complex risk assessment issues; to delve deeply into environmental strategies and projects related to the Tribe's interests at the Hanford Site; and to respond to the wide array of environmental issues that require prompt and accurate analysis. Requires four (4) years professional experience with a Bachelor's, two (2) years professional experience with Master's, or one (1) year professional experience with PhD. Please provide proof of degree. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 21)

The Nez Perce Tribe's Environmental Restoration and Waste Management Program is recruiting for: **HANFORD LEGAL/POLICY ANALYST [HR-22-198] (Full-time/Lapwai).** Relevant experience with the Resource Conservation and Recovery Act (RCRA), National Environmental Policy Act (NEPA), and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) is preferred; as well as experience working on behalf of Indian tribes or other governments. The ERWM Program's role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington, regulate air quality on the Tribe' Reservation in the state of Idaho, and oversee emergency response planning on the Reservation. The ideal candidate will be comfortable handling legal issues related to RCRA, NEPA, and CERCLA. The ideal candidate will be a team player and will have sound judgement, accompanied by excellent research, writing, and communications skills. Will also have the ability to analyze complex factual, legal, and policy issues; to delve deeply into environmental strategies and projects related to the Tribe's interests at the Hanford Site; and to respond to the wide array of environmental issues that require prompt and accurate analysis on a day-to-day basis. Requires membership in the Washington and Idaho state bar or willingness to attain membership in both associations within one (1) year of assuming the position. Requires a Juris Doctorate degree from an accredited law school. One (1) year of legal practice experience preferred. Please provide proof of degree. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 28)

The Nez Perce Tribe's Environmental Restoration and Waste Management Program is recruiting for: **CHEMIST/TOXICOLOGIST [HR-22-199] (Full-time/Lapwai).** Relevant experience with the Resource Conservation and Recovery Act (RCRA) and Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) is preferred; as well as experience working on behalf of Indian tribes or other governments. The ERWM Program's



role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington.. The candidate must be competent reviewing, analyzing, and commenting on proposed management of hazardous and radiological wastes at the Hanford Site under RCRA and CERCLA actions. Will need to be a team player and have sound judgement, accompanied by research, writing, and communications skills. Will also have the ability to analyze complex hazardous waste management issues; to delve deeply into environmental cleanup strategies and projects related to the Tribe's interests at the Hanford Site; and to respond to the wide array of waste management issues that require prompt and accurate analysis. Requires a minimum of six (6) years professional experience with Bachelor's, four (4) years professional experience with Master's, or two (2) years professional experience with PhD. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 21)

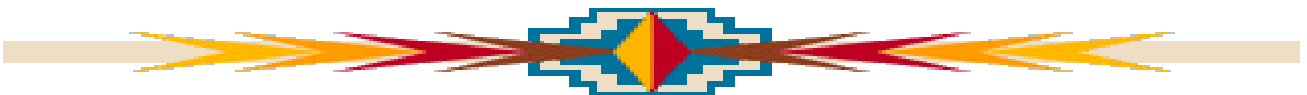
To apply: Recruitments for *Entry Level Positions (Grade 15 and below)* will require a completed Tribal application only. Recruitments for *Professional Positions (Grade 16 and above)* will require a completed Tribal application and resume. **Please submit one application per position:**

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

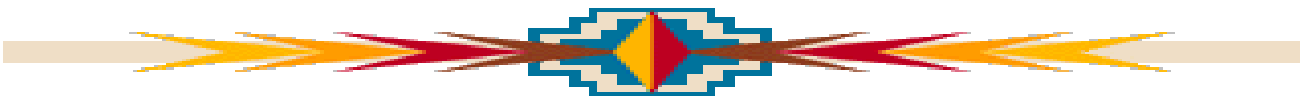
LATE OR INCOMPLETE APPLICATION PACKETS WILL NOT BE CONSIDERED. *Tribal Preference applies.*
www.nezperce.org.

OTHER EMPLOYMENT OPPORTUNITIES

- **Confederated Tribe of the Umatilla Indian Reservation (CTUIR) is recruiting for: Administration/Office of Finance, Administration/Office of Legal Counsel, Administration/Office of Human Resources, Administration/Planning, Communications, Department of Children & Family Services, DECD, DNR Administration, DNR Cultural Resource Protection Program, DNR/EESP, DNR/Fisheries, DNR/Fisheries (Grande Ronde Basin), DNR Fisheries (Umatilla Basin Fish Habitat Project), DNR Water Resources, Education, Housing, Office of Technology, Public Safety/Family Violence Program, Public Safety/UTPD, Public Safety OCSE, Public Works, Tamastsiikt Cultural Institute, Tribal Gaming Commission.** **Open until filled.** For more information and how to apply go to www.ctuir.org.
- **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. **NEW - Finance Operations Manager:** To administer and manage all aspects of accounting and general operations. Full time w/excellent benefits. Bachelor's degree in business or Accounting; 3 yrs. experience as full charge bookkeeper; (or Associates degree w/5 yrs. full charge bookkeeping); 3 yrs. supervising experience. Direct experience in public/Indian housing accounting, banking, financing, audit preparation is desirable, applicant must possess excellent verbal and written communication skills, knowledgeable in human resource & payroll mgmt., financial reporting, proficiency in financial software applications, and procurement practices. Salary – DOQ. For more information on recruitments 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.**

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- **Night Force is recruiting for: CNC Machinist III, Digital Marketing Coordinator, Embedded Electrical Engineer, Facilities Maintenance Technician, Facilities Maintenance Worker, Firmware Engineer, HR Generalist, Production Assemblers, Shipping Clerk.** For more information and how to apply go to <https://nightforceoptics.applicantpro.com/jobs/>. **Closing dates vary with recruitments.**
 - **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.**
 - **Lapwai School District is recruiting for: Behavior Interventionist, Restorative Justice Coordinator, Maintenance Worker, One-year on Certified Substitute with Benefit, Special Education instructional Assistant, Substitutes: Teachers, Bus Drivers, 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.**
 - **Idaho Department of Labor Lewiston is recruiting for: Cook Skilled Nursing (#1915883), CDL (#1915500), Caregivers (#1359432), Shift Leads (#1881302), Welder Shop Helper (#1896887), Merchandiser (#1911990), Apartment Maintenance (#1904956), Fishery Technician (#1911270), Delivery Driver (#1909383), Lube Tech. (#1907819), Security Officer (#1903588), Customer Service Rep. (#1901986), Billing & Invoice Clerk (#1878882) OROFINO: Correctional Officer Hiring Event (#1914717), Chief Nursing Officer (#1915931), Production Worker (#1648977), Fisheries Biological Aide (#1912828), Jet Boat Welder (#1912794), Dental Assistant (#1911930), Jet Boat Builder Rigger (#1912793), Fisheries Biological Aide (#1912825), Fisheries Biological Aide/8 months. Benefitted (#1913864), Caregiver-Night Shift (#1913867), Client Relationship Consultant/Banker (#JC22893298), Instruction Assistant (#JC228905743), Psychiatric Treatment Coordinator (JC22871507), Office Specialist 2.67/Craigmont (#JC228715099), Optometry Technician Optician Lapwai (#1915937), Medical Assistant (#1913777)** For more information and how to apply go to <https://idahoworks.gov>. **Closing dates vary with positions.**
 - **AVISTA is recruiting for: Tax Analyst, Journeyman Lineman, Cyber Security Engineer, Energy Efficiency Program Manager, (multiple position), Security Analyst Threat Hunter. HR Representative/Benefits Specialist I, Financial Forecasting Analyst, Journeyman Protection Control Meter Technician, Temporary Journeyman Lineman, Control Operator.** For more information and how to apply go to www.myavista.com/about-us/working-at-avista.
 - **Launched in 2020 by Provost Elizabeth Chilton, WSU's cluster hire program seeks to build a network of scholars who are committed to conducting research that addresses historical and on-going racism, inequality, and injustice in their diverse fields of specialization—especially those committed to strengthening community-engaged scholarship. By hiring in a thematic cluster, WSU aims to foster a strong sense of community among these new colleagues, while also ensuring high rates of retention and encouraging collaboration across departmental, college, and campus lines. "In recognition that WSU's locations statewide are on the homelands of Native Peoples, and given the recent implementation of Executive Policy 41, it is critical that hire and support scholars who are deeply connected to and engaged in collaborative research with Native American and Indigenous communities," said Chilton. Five Faculty Positions (see each link for a detailed position description and notice of vacancy):**

[Native teacher preparation, Indigenous knowledge systems, and tribally-developed curriculum](#) (College of Education)



[Native American food systems and the environment](#) (College of Agricultural, Human, and Natural Resource Sciences and College of Arts and Sciences)
[American Indian and Alaska Native community health and healthcare, economic development, and environmental issues](#) (College of Agricultural, Human, and Natural Resource Sciences)
[Anthropological research on Indigenous communities of America](#) (College of Arts and Sciences)
[Native American/Indigenous law and policy](#) (College of Arts and Sciences)

WSU's [Native American Programs](#), the [Office of Tribal Relations](#) and the [Center for Native American Research and Collaboration](#) are committed to supporting this cluster hire. Please contact Zoe Higheagle Strong, Vice Provost for Tribal Relations and Programs & Tribal Liaison to the President with any questions at zoe.strong@wsu.edu or 509-335-2925.

Qe'ciyéw'yew' (Thank you),

Zoe Higheagle Strong, PhD., *Nimíipuu (Nez Perce)*

Vice Provost for Native American Relations and Programs
& Tribal Liaison to the President

Office of the President

Associate Professor, Educational Psychology, College of Education

Director, Center for Native American Research & Collaboration

509-335-4200 (office) | 509-335-5515 (fax)

PresidentsOffice@wsu.edu

www.native.wsu.edu

WASHINGTON STATE  UNIVERSITY

WSU Pullman is located on the homelands of the Nimíipuu (Nez Perce) Tribe and Palus people.

NOTICE

NEZ PERCE TRIBAL EMPLOYMENT RIGHTS COMMISSION

Advertise - 1 TERO Commission Position

This is to fill the vacant positions term (5/21/21-5/21/24) for a three year term.

To apply for the position please forward letters of interest to:
TERO Office, P.O. Box 365, Lapwai, ID 83540.

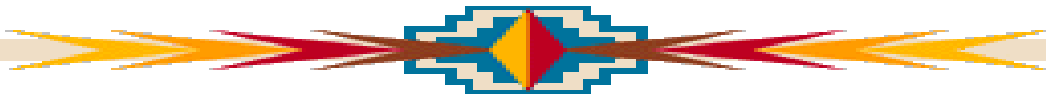
- Need to be a Enrolled Nez Perce Tribal Member.
- Have understanding of Title 9 and TERO.
- Attend Monthly meetings (first Wednesday of each month) and/or Special meetings as designated.
- This is three year term position and they will finish the Term.
- Notice: Deadline Dated: 12/13/22.

For more information you can call TERO Office at 208-843-7363.

Contractual Position Advertisement:

NPT Collections Specialist RFP 2022 Advertisement: Open November 17- Closes 29, 2022 or position is filled

NPT Nez Perce Economic Development Planning Program



Request for Proposal: November 2022 Nez Perce Tribe Library Project Seeks Collections Specialist

The Nez Perce Tribe Economic Development Planning program is currently seeking a part time contractual position

- (20 – 25 hours a week) from individuals interested in assisting the Economic Development Planner to develop, manage and oversee the research library, Hite'emenwe'es, *He-tam-en-waas*, Place to Read, Library project. This person is expected to provide high competency in computer, website, all social media, writing and verbal communication, administrative and clerical support under limited supervision to manage the project. The position is funded by the Institute of Museum and Libraries Association for 9 months for up to \$ 1,900 a month from December 1, 2022 to August 31, 2023.
- Please send the following no later than 4:00 p.m. November 29, 2022
- Letter of interest demonstrating previous experience to provide project management skills and development, administrative and clerical support with emphasis on excellent computer and social media skills as identified in the above description
- Resume
- Two professional references with contact information for each

For Special Collections Position Details:

[Click Link](#)

Send materials via e-mail, in person, or U.S. mail to: Ann McCormack, Economic Development Planner, Economic & Community Development, Nez Perce Tribe, POB 365, Lapwai, ID 8340 E-mail: annm@nezperce.org Phone: (208) 621-3710

The Nez Perce Tribe reserves the right to accept or reject all proposals. Preference will be given to Nez Perce Tribal members/descendants interested in pursuing a career in this field. But non-Tribal members will also be considered.



IDAHO
DEPT. OF LABOR



Computer Basics for Jobseekers Workshop

Tuesday
November 23,
2022
3 p.m. to 4:30 p.m.

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

To reserve a seat, contact the
Idaho Department of Labor
at Lewiston@labor.idaho.gov

An introduction to computer
basics for job seekers.

- Set up a professional email account.
- Learn how to apply for jobs online.
- Create a Microsoft Word document for resumes and cover letters.

*No experience necessary to attend.

CDC Guidelines apply

Idaho Department of Labor

labor.idaho.gov



A proud partner of the
americanjobcenter
network

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