

~ JANUARY 16, 2023 ~



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)

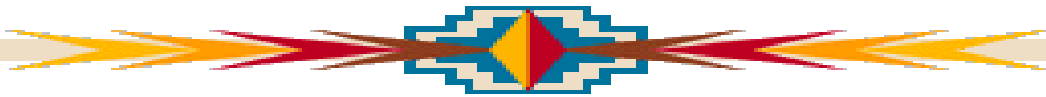


The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **TWO (2) BUS OPERATORS [HR-18-120] (On-Call/Lapwai)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a High School Diploma/GED. Requires an Idaho 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 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)**

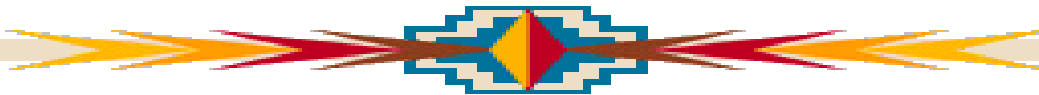
The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-176] (Full-time/Kamiah)**. August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as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

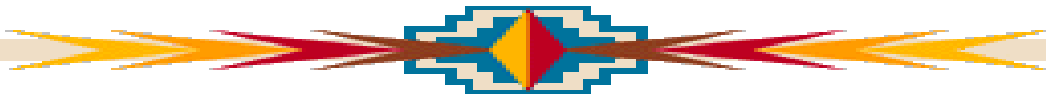


valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 21/\$28.41(DOQ))

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

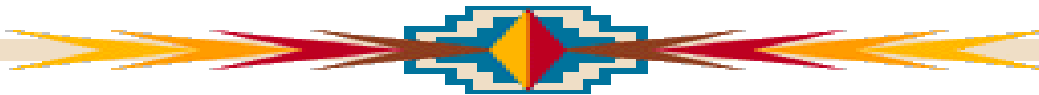


verification of activities; gather and compile information to be used by others; maintain confidentiality at all times, operate Transit Dispatch when needed. Complete and input various Transit reports into various on-line data bases. Must obtain a Class C CDL with passenger endorsement (transport 15 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)

Re-Advertised: The Nez Perce Tribe Department of 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 Department of 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 Department of 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

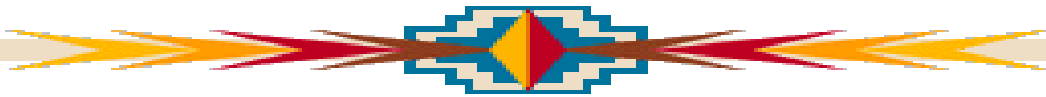


the unit director. Responsible for planning, implementing, and evaluating educational activities in compliance with Boys & Girls Club Performance Standards. Requires a High School Diploma/GED. Prefer experience working with youth. Must pass a criminal background check. [Class description available at 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 Social Services Indian Child Welfare Program is recruiting for: **ICW-RESOURCE CASEWORKER 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 Department of 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. **Open until filled.** (Grade 20)

The Nez Perce Tribe Department of 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

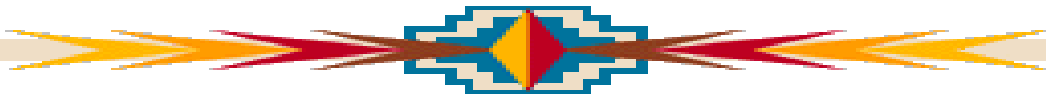


and projects related to the Tribe's interests at the Hanford Site; and to respond to the wide array of environmental issues that require prompt and accurate analysis. Requires four (4) years professional experience with a Bachelor's, two (2) years professional experience with Master's, or one (1) year 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 Department of 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 Department of 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)

The Nez Perce Tribe Department of Social Services/Indian Child Welfare is recruiting for: **'init' 'HOME" YOUTH MENTOR(S) [HR-22-201] (Full-time/Lapwai).** The purpose of this class is to provide 24-hour care of clients in the sober living home and in-house activities, as well as, to provide mentorship to resident youth clients 14-18 years of age. Provide support and coordination of services in partnership with appropriate agencies and partners. Addressing

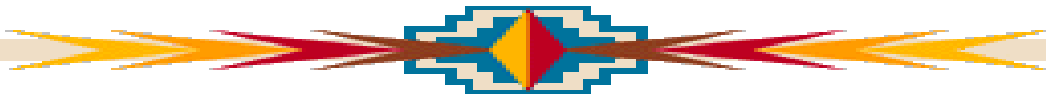


the needs of youth clients utilizing cultural knowledge, and values to ensure holistic recovery support in aftercare treatment. Requires working evenings, weekends, holiday and residing in the home when on duty. This position is under the direct supervision of the Init "Home" Coordinator. This position requires one (1) year of experience dealing with children/youth in group environments. Requires a high school diploma/GED. Must obtain CPR and First Aid, and Food Handlers certification within 30 days of hire. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. The qualified applicant must be drug free and free from physical conditions, which might adversely affect performance as a youth care provider. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 10)

The Nez Perce Tribe Department of Natural Resources/Cultural Resources is recruiting for: **FIELD ARCHAEOLOGIST/PROFESSIONAL III [HR-22-202] (Full-time/Lapwai).** Position is responsible for implementing and completing archaeological inventory, testing, and data recovery projects under the supervision of the Tribal Archaeologist. Directly supervises archaeological field crew(s) in completion of various contracted archaeological tasks including fieldwork, data analysis, and report writing. Expected to serve on technical committees responsible for managing cultural resources. Includes some fieldwork in various locations throughout the Tribe's ceded and usual and accustomed areas. Position requires a bachelor's degree (Master's preferred) in archaeology, anthropology, or closely related field, three (3) years of professional experience (one (1) year with Master's degree), and two (2) years of supervisory experience. Position also requires walking long distances over rough terrain, regularly lifting up to 50 lbs., and frequent overnight travel. 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 20)

The Nez Perce Tribe Department of Natural Resources/Cultural Resources is recruiting for: **CULTURAL RESOURCE SPECIALIST/PROFESSIONAL I [HR-22-203] (Full-time/Lapwai).** This position is responsible as Cultural Resource Project Assistant to Project Leaders. In this capacity, the individual is responsible for the collection of cultural data under the supervision of the Tribal Ethnographer. Will assist in completing projects focused on Nez Perce history, cultural, and archive management. The position is primarily office work generally consisting of data entry, record keeping, and/or completing short reports under the supervision of the Tribal Ethnographer, though occasional travel for meetings and site visits is expected. Requires an individual who has knowledge of both Nez Perce history and ethnography. Requires a Bachelor's degree in related field (prefer degree in Anthropology). Related field and/or course work requirements defined in job expectations. Experience does not substitute for degree. Technical experience in related field preferred; demonstrated leadership experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)

The Nez Perce Tribe Department of Social Services/Child Protection Program is recruiting for: **CHILD PROTECTION INVESTIGATOR [HR-22-205] (Full-time/Lapwai).** Under direction of Indian Child Welfare Director, will direct the child abuse and neglect investigative activities of the department. Will oversee investigative guidelines. Involves making determinations of appropriate actions necessary to resolve family emotional and/or physical stress situations which may cause child abuse or neglect. Requires working closely with Nez Perce Tribal Law Enforcement (NPTLE) as a Liaison between Nez Perce Tribe Child Protection Services (NPTCPS), Tribal/Federal/State Law Enforcement



agencies/jurisdictions. Required to write detail-oriented reports in conformance with Director of Indian Child Welfare. Must be substance and violence free; and be familiar or connected to the Nez Perce Reservation and/or communities. Requires a Bachelor's degree in Social Work, criminal justice, social sciences or other related field preferred, or Certification of Completion of Police Officer POST Academy. Three (3) years related experience will substitute for one (1) year of college. Must obtain CPR, First Aid, and AED certification within six (6) months of employment. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. Requires three (3) years related professional experience or one (1) year professional experience with a Master's degree. Requires six (6) months of experience demonstrating leadership capabilities and good knowledge of management and supervisory practices. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

The Nez Perce Tribe Department of Social Services/Child Protection Program is recruiting for: **EDUCATION TRAINER/FAMILY GROUP DECISION MAKING FACILITATOR [HR-22-206] (Full-time/Lapwai).** To be responsible for administering, planning, developing, and implementing comprehensive programs in support of the families involved with Child Protection Services. Will implement project goals and objectives along with Indian Child Welfare Worker and Child Protection Resource Caseworker. Responsible for collaborating with Community Partners and will provide seamless services for families; provide community partners and families with training as needed. Works within a general outline of work to be performed, developing work methods, cultural curriculum, and sequences. Under supervision of the Nez Perce Social Services Manager and/or the Indian Child Welfare Director. Will be work closely with Indian Child Welfare and Child Protection Program. Associate degree required, Bachelor's degree in related field preferred. Related field and/or course work requirements defined in Job Expectations. Three (3) years of relevant job experience may be substituted for one year of college. Technical experience in related field preferred; demonstrated leadership experience preferred Requires experience working with tribal communities. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 16)

The Nez Perce Tribe Department of Fisheries Resources Management-Research is recruiting for: **SNAKE BASIN REMOTE MONITORING PROJECT LEADER [HR-23-101] (Full-time/McCall, Idaho).** To direct and conduct adult abundance evaluations and site prioritization for steelhead and Chinook utilizing PIT tag arrays in Idaho, Oregon, and Washington. Complete the analysis and reporting of data and calculation of performance measures associated with adult fish data for Snake River basin Chinook salmon and steelhead populations to include adult escapement, spawner abundance, hatchery fraction, adult spawner spatial distribution, stray rate, effective population size, population metrics (size, age, sex class, run & spawn timing, etc.), in-hatchery variables, and other metrics are required. Demonstrated competence with data management, analysis, and statistical programming languages, e.g., Python, R, SQL, git. Knowledge of Bayesian and Frequentist approaches to mark-recapture modeling. Experience creating/maintaining tools and routines to process large amounts of data and automated reporting. Requires a Bachelor's degree in related field (Master's preferred). Related field and/or course work requirements defined in job expectations. Requires three (3) years related professional level experience (one (1) year experience with Master's degree), two (2) years of supervisory experience, knowledge and experience with experimental study design, statistics, fish or wildlife population. Dynamics and modeling or habitat restoration required. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **This position closes 2/3/23.** (Grade 20)

The Nez Perce Tribe Communications Program is recruiting for: **PROJECT COORDINATOR [HR-23-102] (Full-time/Lapwai).** To coordinate tasks/projects and the exchange of information between staff and leadership,

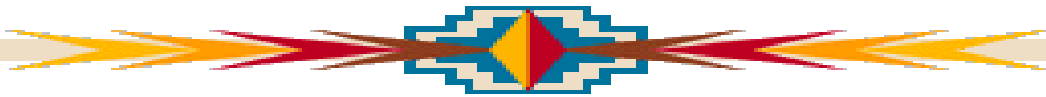


monitoring the process through to its completion. Will prepare, review, revise and proofread project documents to ensure deadlines are met, working with the Nez Perce Tribal Executive Committee, Office of Legal Council and the various departments. Will also assist with the drafting and review of press releases. Must be extremely organized, detail oriented and task oriented. Must have excellent time management, writing and proofreading skills. Must be able to travel when necessary. Requires a Bachelor degree and computer proficiency in word processing and spreadsheets; Master's degree and/or project management or science communication certificate preferred. Requires two (2) years of experience (one (1) year with Master's Degree) related to project coordination and managing multiple projects, deadlines and/or priorities simultaneously. Two (2) years legal and/or technical writing experience preferred. Please include any certifications you may have. [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 Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **This position closes 1/23/23. (Grade 18)**

The Nez Perce Tribal Department of Fisheries Resources Management Division is recruiting for: **PROFESSIONAL I - SRBA PRODUCTION BIOLOGIST [HR-23-103] (Full-time/Kooskia Fish Hatchery).** Assists the Kooskia Hatchery Manager in production of 650,000 Kooskia Hatchery Spring Chinook smolts, 700,000 Spring Chinook smolt acclimation from the Clearwater Hatchery, three-month acclimation of 1,000,000 Coho Salmon Smolts from Dworshak Hatchery. Will assist with the trapping of Spring Chinook, Coho and Steelhead for transport to other hatcheries within the basin. Out planting of excess eggs from hatcheries. Responsibilities include: personnel supervision, scheduling, planning fish culture and fish health, data collection, analysis, summarization and reporting. Work schedule includes rotating duty on weekends and holidays as assigned and answering of alarm calls. Physical requirements are medium to heavy work that involves walking or standing most of the time and exerting up to 100 pounds of force on a recurring basis, in a predominantly outdoor setting. Requires Bachelor's degree in related field. Related field and/or course work requirements defined in job expectations. Experience does not substitute for degree. Technical experience in related field preferred; demonstrated leadership experience preferred. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 17)**

The Nez Perce Tribal Department of Fisheries Resources Management Division is recruiting for: **TECHNICIAN IV - ELECTRICIAN [HR-23-104] (Full-time/Dworshak Fish Hatchery).** Responsibilities include hatchery electrical maintenance and repair. Minimum qualifications: Licensed journeyman electrician with two (2) years of college education (48 credits) and/or journeyman rating or certification with six years (6) experience, experience with 3-phase high voltage electrical systems and instrumentation; additional experience with pumps, motors, chillers, meters, man-lifts, hoists, fork-lifts, trucks and construction equipment is beneficial. Three (3) years of relevant experience is equivalent to one (1) year of college. Requires two (2) years of related experience to project needs and a minimum of one (1) year of supervisory experience (will accept Certification or Journeyman rating in lieu of supervision experience). Knowledge and experience with fish hatchery operations and techniques is desired. Must have excellent communication skills, both oral and written, computer record keeping and written reports are useful. Must be highly motivated and the ability to work cooperatively with others or independently. [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 Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **This position closes 1/23/23. (Grade 15)**

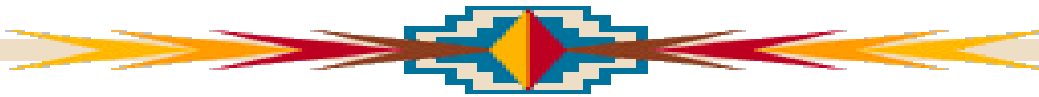
The Nez Perce Tribe's Office of Legal Counsel is recruiting for: **STAFF ATTORNEY [HR-23-105] (Full-time/Lapwai).** The Office of Legal Counsel consists of five (5) attorneys and three (3) support staff that provide the full



range of legal services to the Nez Perce Tribe. The ideal candidate is comfortable handling litigation, transactional negotiations, project management, and strategic planning; is a team player; exercises sound judgment; possesses excellent research, writing, and oral communication skills; is able to analyze complex factual, legal, and policy issues, delve deeply into any area of law, and respond to the wide array of legal issues that require prompt and accurate analysis. Areas of emphasis for this position include federal Indian law, commercial transactions, employment law, and land matters. Requires a Juris Doctorate degree from an accredited law school, be a member in good standing of a state bar, and must within one (1) year, if hired, be admitted to the Idaho State Bar **OR** must meet reciprocal bar association requirements. Requires one (1) year of legal practice. Please submit resume, 5-10 page writing sample, and three (3) letters of reference. The Nez Perce Tribe offers an attractive compensation package including medical and life insurance and 401(k) contribution. Applicant must pass a criminal background check with no convictions. [Class description available at the NPT Human Resources Department.](#) If you should have any questions about the position, contact Julie Kane, NPT Managing Attorney at (208) 843-7355. 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 from the state(s) where you have been licensed to drive within the last three (3) years. **This position closes 1/27/23.** (Grade 28)

The Nez Perce Tribe Department of NPTEC Support is recruiting for: **EXECUTIVE ASSISTANT I [HR-22-106] (Full-time/Lapwai)**. To perform administrative support services with a high level of customer service at an executive level for the highest office of the Nez Perce Tribe. Responsible for preparing subcommittee agendas, minutes and editing resolutions from a variety of tribal departments. Works within the general outline of work to be performed, developing work methods and sequences under limited supervision. The position is supervised by the Executive Assistant IV. Requires Associate's degree or vocational technical degree, or an equivalent combination of formal training, education which demonstrates the ability to perform at the duties of the position. Three (3) years' experience will substitute for one (1) year of formal education. Must possess and maintain CR, First Aid, and Automated External Defibrillator (AED) Certification within six (6) months of employment. Requires two (2) years' experience, tribal government preferred. [Class description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **This position closes 1/27/23.** (Grade 15)

The Nez Perce Tribe Department of Education Dept. Mamáy'asnim Hitéemenwees is recruiting for: **HEALTH AND SAFETY SPECIALIST [HR-23-107] (Full-Time/Lapwai)**. Responsible for the Health, Nutrition, and Safety Components as provided in the Head Start Performance Standards and in accordance with tribal and federal guidelines. Responsible for the coordination of health, nutrition, and safety services to children and families enrolled in the program. Acts as a liaison working with local health providers and community agencies. Will work closely with the program's health, nutrition, and safety consultants, and coordinates with division staff, teachers, and parents in the areas of child health, nutrition, and safety. Responsible for coordinating training in the areas of child health, nutrition, and safety, to include staff health and safety. Responsible for monitoring and compliance with the Head Start Performance Standards in the areas of health, safety, and nutrition and the USDA CACFP. Supervises the Food Services Division and staff and is under the direct supervision of the Program Director. Requires Bachelor's degree in public health, nursing, health education, maternal and child health or health administration or related health/human services field. Requires one (1) year experience in public health, nursing, health education, maternal and child health or health administration or related health/human service field; prefer health experience in birth to five (5) years of age. Requires one (1) year supervisory experience. Experience working with culturally diverse and low-income families. Demonstrated leadership ability in designing training programs. Must possess and demonstrate excellent public communication skills, public relation and organization skills. Must obtain certification as First Aid, CPR/AED Instructor within first year from date of employment. Must obtain First Aid, CPR/AED Certification within ninety (90) days from date of employment. Must obtain Food Handlers certification within ninety (90) days



from date of employment. Requires criminal background check or fingerprint check, physical exam, and TB test. [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 1/30/23.** (Grade 16)

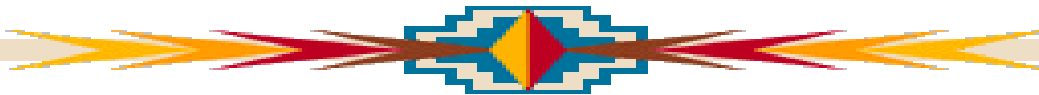
The Nez Perce Tribe Department of Natural Resources, Forestry & Fire Management Division is recruiting for: **FORESTRY TECHNICIAN I [HR-23-108] (Full-time Seasonal/Lapwai)**. Assists with forest management by completing fieldwork related to forest inventory, hazardous fuels monitoring, timber sale preparation, and forest stand assessments. Requires High School Diploma/GED. [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 from the state(s) where you have been licensed to drive within the last three (3) years. **This position closes 2/3/23.** (Grade 9)

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

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

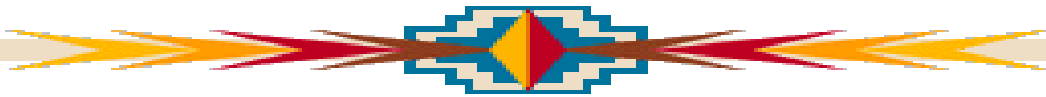


the NPT Human Resources Department. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide 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))

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 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

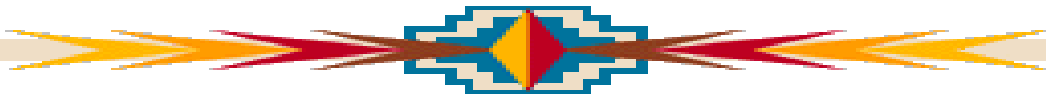


may arise due to the high levels needs of clientele served. Requires strict confidentiality and candidate must demonstrate a healthy lifestyle within the community. Requires high school diploma or GED, one (1) year experience dealing with child in group environments, ability to complete CPR/First Aid 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 Department of 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 Department of 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 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

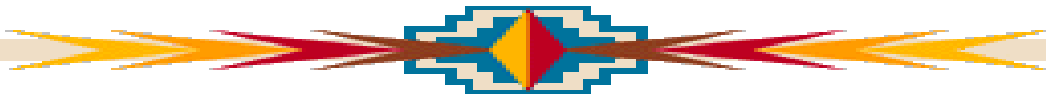


level experience with Bachelor's or one (1) year professional level experience with Master's degree. Requires two (2) years supervisory experience. Please provide proof of degree. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, 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. **Open until filled.** (Grade 20)

The Nez Perce Tribe Department 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 Department of 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 Department of 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

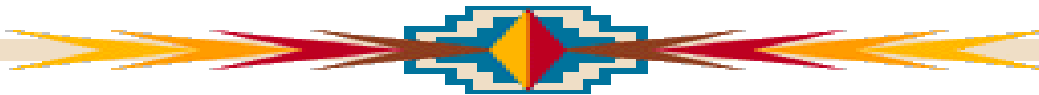


Program's role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington.. The candidate must be competent reviewing, analyzing, and commenting on proposed management of hazardous and radiological wastes at the Hanford Site under RCRA and CERCLA actions. Will need 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)

The Nez Perce Tribe Department of Social Services/Indian Child Welfare is recruiting for: **'init' 'HOME" YOUTH MENTOR(S) [HR-22-201] (Full-time/Lapwai).** The purpose of this class is to provide 24-hour care of clients in the sober living home and in-house activities, as well as, to provide mentorship to resident youth clients 14-18 years of age. Provide support and coordination of services in partnership with appropriate agencies and partners. Addressing the needs of youth clients utilizing cultural knowledge, and values to ensure holistic recovery support in aftercare treatment. Requires working evenings, weekends, holiday and residing in the home when on duty. This position is under the direct supervision of the Init "Home" Coordinator. This position requires one (1) year of experience dealing with children/youth in group environments. Requires a high school diploma/GED. Must obtain CPR and First Aid, and Food Handlers certification within 30 days of hire. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. The qualified applicant must be drug free and free from physical conditions, which might adversely affect performance as a youth care provider. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 10)

The Nez Perce Tribe Department of Natural Resources/Cultural Resources is recruiting for: **FIELD ARCHAEOLOGIST/PROFESSIONAL III [HR-22-202] (Full-time/Lapwai).** Position is responsible for implementing and completing archaeological inventory, testing, and data recovery projects under the supervision of the Tribal Archaeologist. Directly supervises archaeological field crew(s) in completion of various contracted archaeological tasks including fieldwork, data analysis, and report writing. Expected to serve on technical committees responsible for managing cultural resources. Includes some fieldwork in various locations throughout the Tribe's ceded and usual and accustomed areas. Position requires a bachelor's degree (Master's preferred) in archaeology, anthropology, or closely related field, three (3) years of professional experience (one (1) year with Master's degree), and two (2) years of supervisory experience. Position also requires walking long distances over rough terrain, regularly lifting up to 50 lbs., and frequent overnight travel. 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 20)

The Nez Perce Tribe Department of Fisheries Resources Management-Research is recruiting for: **SNAKE BASIN REMOTE MONITORING PROJECT LEADER [HR-23-101] (Full-time/McCall, Idaho).** To direct and conduct adult abundance evaluations and site prioritization for steelhead and Chinook utilizing PIT tag arrays in Idaho, Oregon, and Washington. Complete the analysis and reporting of data and calculation of performance measures associated



with adult fish data for Snake River basin Chinook salmon and steelhead populations to include adult escapement, spawner abundance, hatchery fraction, adult spawner spatial distribution, stray rate, effective population size, population metrics (size, age, sex class, run & spawn timing, etc.), in-hatchery variables, and other metrics are required. Demonstrated competence with data management, analysis, and statistical programming languages, e.g., Python, R, SQL, git. Knowledge of Bayesian and Frequentist approaches to mark-recapture modeling. Experience creating/maintaining tools and routines to process large amounts of data and automated reporting. Requires a Bachelor's degree in related field (Master's preferred). Related field and/or course work requirements defined in job expectations. Requires three (3) years related professional level experience (one (1) year experience with Master's degree), two (2) years of supervisory experience, knowledge and experience with experimental study design, statistics, fish or wildlife population. Dynamics and modeling or habitat restoration required. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **This position closes 2/3/23.** (Grade 20)

The Nez Perce Tribe Department of Natural Resources/Cultural Resources is recruiting for: **CULTURAL RESOURCE SPECIALIST/PROFESSIONAL I [HR-22-203] (Full-time/Lapwai).** This position is responsible as Cultural Resource Project Assistant to Project Leaders. In this capacity, the individual is responsible for the collection of cultural data under the supervision of the Tribal Ethnographer. Will assist in completing projects focused on Nez Perce history, cultural, and archive management. The position is primarily office work generally consisting of data entry, record keeping, and/or completing short reports under the supervision of the Tribal Ethnographer, though occasional travel for meetings and site visits is expected. Requires an individual who has knowledge of both Nez Perce history and ethnography. Requires a Bachelor's degree in related field (prefer degree in Anthropology). Related field and/or course work requirements defined in job expectations. Experience does not substitute for degree. Technical experience in related field preferred; demonstrated leadership experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)

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

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

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

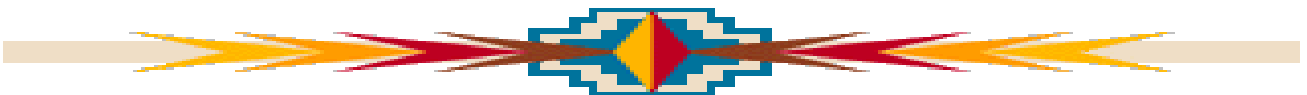
OTHER EMPLOYMENT OPPORTUNITIES

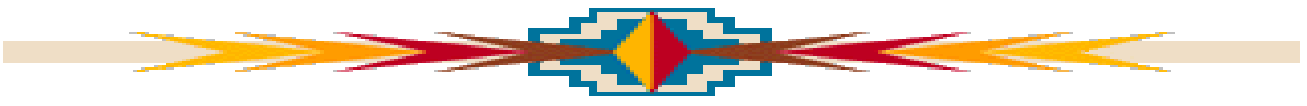
- **Nez Perce County is recruiting for: Elections/Jury Specialist.** Full-time position with the Clerk/Auditor's Office. Hourly pay \$18.48-\$21.18/hr., DOE, plus exceptional benefits including: PERSI retirement, excellent medical/dental/vision insurance for employees and their eligible dependents, and generous vacation/sick/holiday leave. Position is responsible for senior-level clerical work pertaining to elections and jury selection, maintaining



complex filing and recording systems, administering adherence to Federal, State and Local laws, and performing other clerical duties as required. During elections, this position supervises approximately 175 election personnel. Min. Qualifications: High school graduate/equivalent; Associate's degree from an accredited college or technical school in a related field and at least two years' clerical work experience preferred, however additional years of related work experience may be substituted in lieu of the educational requirement. Must be proficient in the use of computers and Microsoft Office programs, possess excellent communication skills and the ability to establish and maintain positive working relationships with the public, co-workers and election personnel. Successful completion of a background check is required. View complete job description and application information @ www.co.nezperce.id.us/Departments/Personnel. **Closes Wednesday, January 18, 2023.** EOE and accords veteran's preference. **Senior Customer Service Specialist:** Full-time position with Nez Perce County Justice Services Dept. \$17.61-\$20.09/hr., DOE, plus exceptional benefits including PERSI retirement, excellent medical/dental/vision insurance for employees and their eligible dependents, and generous vacation/sick/holiday leave. Position provides customer service and performs limited legal secretarial duties designed to expedite services for the four Justice Services' branches: Juvenile Probation, Misdemeanor Probation, Clinical Services, and the Region II Juvenile Detention Center. Min. Qualifications: High school graduate/equivalent; at least two years' general office work experience, preferably in the legal field; demonstrated computer proficiency with Microsoft Office and QuickBooks programs; ability to multi-task in a fast paced environment; and ability to establish and maintain positive working relationships with the public, co-workers, and outside agencies. Must be able to pass a background check. View complete job description and application information @ www.co.nezperce.id.us/Departments/Personnel. EOE and accords veteran's preference. **Closes Wednesday, January 25, 2023.** EOE and accords veteran's preference. **Programmer:** Full-time position with the Information Systems Dept. Salary offered \$56,742-\$66,747 DOE/DOQ, plus an excellent benefits package including: PERSI retirement, exceptional medical insurance and generous vacation/sick/holiday leave. Under the general direction of the Senior Software Engineer, position is responsible for design, development, implementation, maintenance and training of County applications within the enterprise. Min. Qualifications: Bachelor's degree in Computer Science or related field preferred and at least two years' working experience in Windows programming or data management OR equivalent combination of education and work experience to successfully perform the work required. View complete job qualifications in the job description linked below. Completed Applications for Employment (linked above) must be submitted to CharlaHall@co.nezperce.id.us or Charla Hall, HR Coordinator, NPC Personnel Dept., PO Box 896, Lewiston ID 83501. **Job Posting will remain open until filled.** EOE and accords preference to qualifying veterans. **Extra Help Part-Time Juvenile Detention Support Technicians:** Extra Help Part-Time positions available with the NPC Region II Juvenile Detention Center. Positions are paid \$15.00/hour with no benefits. Primary responsibilities are to operate the control room and provide technical support. Min. Qualifications: High school graduate/equivalent; at least 21 years of age; two years post high school work experience/educational equivalent; no felony or violent misdemeanor convictions; good physical condition; willingness to work non-traditional hours; and ability to communicate effectively. Successful candidates must also be able to pass a background check. View complete job qualifications in the Juvenile Detention Support Technician job description and cover letter links below. Completed Applications for Employment (linked above) must be submitted to the NPC Personnel Dept., 1225 Idaho St., Lewiston, ID 83501. **This advertisement will remain open until an adequate number of Extra Help Part-Time Juvenile Detention Support Technicians are on the registry at the Region II Juvenile Detention Center.** www.co.nezperce.id.us/Departments/Personnel. EOE and accords preference to qualifying veterans.

- **Idaho Conservation League (ICL) is recruiting for: North Idaho Community Engagement Assistant.** Seeking a thoughtful and motivated individual with a background in community outreach and engagement to support ICL's North Idaho office. The North Idaho Community Engagement Assistant will work with our Sandpoint staff to build public support for strategic initiatives through public outreach and engagement activities. Priority initiatives include securing congressional designation of the proposed Selkirk and Scotchman Peaks Wilderness Areas and protection of North Idaho's waterways from pollution and irresponsible land use plans and practices. The Assistant will empower members, supporters, volunteers and the public to become involved in these initiatives and bring about positive environmental change by organizing community events and creating opportunities for members and supporters to volunteer, take action and influence decision-makers and policy. For more information and how to apply go to <https://www.idahoconservation.org/>. **Closing date 1/31/23.**

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- **Bonneville Power Administration & American Indian Science & Engineering Society (AISES) is recruiting for: Summer Internship.** This is a 10-week practice-based, cultural resources focused summer internship. Hands on experience & skill building gained during internship include: Performing fieldwork with BPA archaeologists and historians throughout BPA's service territory (Oregon, Washington, Idaho, Montana); working through the Section 106 compliance process for a variety of transmission and fish & wildlife projects; Working collaboratively with BPA's project teams to advice on cultural resources issues as projects are developed; Improving professional communication and networking skills. For more information and how to apply go to www.aises.org/scholarshps/internships. **Closing date 2/28/23.**
 - **Columbia River Inter-Tribal Fish Commission is recruiting for: Data Architect, Senior Programmer/Analyst, Chief Financial Officer, Public Information Specialist, Watershed Department Manager, Fishery Science Department Manager, Police Officer (multiple openings), Dispatcher/Communications Officer (multiple openings).** For more information and how to apply go to www.critfc.org. **Positions are open until filled.**
 - **University of Idaho College of Education, Health & Human Sciences is recruiting for: Indigenous Research & Education Fellow.** Will be connected to American Indian Studies affiliates and the McCall Outdoor Science School Certificate in Environmental Education and Science Communication to build a stronger community of scholars focused on Indigenous and land-based knowledge. The postdoc will provide co-mentorship to graduate students and undergraduate students. The postdoc will also take on academic mentorship responsibilities by helping facilitate graduate student and faculty workshops where new and experienced scholars can share research and publication proposals focused on Indigenous research partnerships and tribal nation building. For more information and how to apply go to <https://uidaho.peopleadmin.com/postings/38589>. **Open until filled.**
 - **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. **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.**
 - **Night Force is recruiting for: Embedded Electrical Engineer, Firmware Engineer.** 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: Part-time Tutor 20 hours/week grades 6-12, Behavior Interventionist, Special Education Instructional Assistant, Teacher Substitute Assistant, Teacher Substitutes, Classified Substitutes: Bus Drivers, Custodians, Office and Kitchen help.** Applications can be found on the website



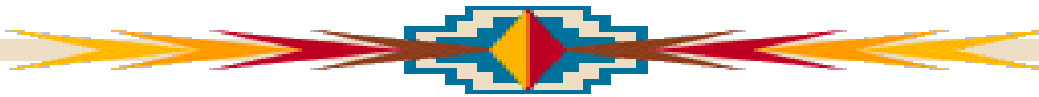
www.lapwai.org, or contact Connie Desjarlais at the District Office: (208) 843-2622 at ext. 3. **Positions are open until filled.**

- **AVISTA is recruiting for: Cyber Security Engineer, Journeyman Lineman (Multiple Positions), Clark Fork Land Use & Recreations Operations Natural Resource Technician, Construction Services Technician, Enterprise Technology Internship (Computer Science, MIS, Data Science, Cybersecurity, Accounting, Finance, Project Management Majors), Electrical Helper (temporary), Journeyman Electrical (temporary), Student Engineer – SEDP (Paid summer internship for Civil, Mechanical and Electrical Engineering Student), Journeyman Protection Control Meter Technician, Control Operator.** For more information and how to apply go to www.myavista.com/about-us/working-at-avista.
- **Idaho Department of Labor Lewiston is recruiting for: Industrial Mechanic (#1946288), Weatherization Laborer (#1492202), Elections/Jury Specialist (#1944707), Cashier (#1944405), Assistant Store Manager (#1936462), Physical Therapist (#1943279), Driver (#1942529), Fisheries Technician (#1940710), Manager in Training (#1940015), EMT (#1884817), Lead Installer (#1939422), Finance and Operations (#1937865), RN Registered Nurse (#1937397).** For more information and how to apply go to <https://idahoworks.gov>. **Closing dates vary with positions.**
- **Nez Perce-Clearwater National Forest Public Affairs, Visitor Services, Conservation & Fire Prevention Education is recruiting for: Resource Assistant Program Interns.** Interns will engage in 26 weeks of Visitor Services and Conservation Education at the Nez Perce-Clearwater National Forest in Kamiah, ID where they will engage in visitor center management and perform duties consisting of; managing of complex partnership relationships and agreements; Engaging in interpretation and conservation education work including functioning as the team lead on the Historic Routes Electronic Tour Site project (2020 recipient of the Chief and Undersecretary Award); Team leading for community and residential based youth conservation corps programs and involving community partners. For more information and how to apply contact Christine Bradbury, Tribal Relations Program Manager at (208) 816-6822 or email; christine.bradbury@usda.gov. **Apply as soon as possible, open until filled.**
- **Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is recruiting for: Staffing & Recruitment Specialist, Transit Fleet & Safety Manager, Environmental Health & Safety Officer, Public Transit Bus Driver, CUJ Editor, CUJ Reporter, Family Resource Specialist I, TERF Equipment Operator, Archaeologist, Field Archaeologist, Environmental Toxicologist, Fisheries Habitat Tach. Grande Ronde, Fisheries Habitat Biologist II, Fisheries Tech. Research/Monitoring & Eval., Technician I/Hatchery – Facility Watch Operator, Water Resources Tech. I, Early Childhood Service Program Manager, Early Childhood Educator II, Education Specialist/Special Ed. Facilitator, Indian Education Coordinator, Sahaptian Language Apprentices (3 positions), Tribal Linguist, Umatilla Immersion Teacher, Pre-school Educator, Computer Helpdesk Tech. I, Secretary II, Child Support Enforcement Attorney, Police Officer (6 positions), Facilities Maintenance Tech. I, Cook/Cashier, Surveillance Operator (3 positions).** For more information and how to apply go to <https://ctuir.org/career-opportunities/>. **Closing dates vary with positions.**

THE NEZ PERCE TRIBE IS SEEKING BIDS FOR

PROVIDING EQUIPMENT ASSOCIATED WITH THE WATER PUMPING SYSTEM AT THE LOSTINE RIVER FISH ACCLIMATION FACILITY

PRODUCTS DUE: The Contractor will provide the following materials and equipment:



EQUIPMENT

- One primary 45 KVA quiet pack generator with trailer,
- One standby 45 KVA quiet pack generator with trailer,
- 4'x4'x6' Screened box for primary pump with NOAA/NMFS criteria (3/32 round)
- One 30hp pump 8" discharge with one control box and 50' cord,
- All required hoses, connectors and 90-degree pipe necessary to connect one pump to existing pipes.
 - All freight costs to project.

Installation, testing, operation, and removal of equipment will be coordinated with Rick Zollman, Joseph Oregon field office, 541-432-2505.

Approximate dates for installation will be the week of March 6th, 2023 and approximate dates for removal will be the week of April 24th, 2023.

Interested Contractors may send their bids to Nez Perce Tribe Joseph Field Office, P.O. Box 909, Joseph, OR 97846 or Fax to 541 432-4820.

Bids must be received at the Joseph Field Office no later than January 27, 2023.

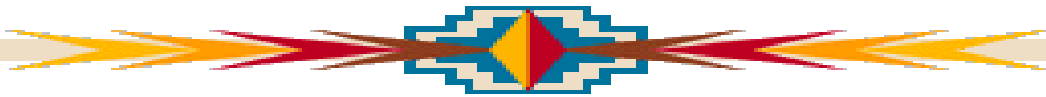
THE NEZ PERCE TRIBE IS SEEKING BIDS FOR

PROVIDING EQUIPMENT ASSOCIATED WITH THE WATER PUMPING SYSTEM AT THE PITTSBURG LANDING FISH ACCLIMATION FACILITY

PRODUCTS DUE: The Contractor will provide the following materials and equipment:

EQUIPMENT

- Rental agreement for one Multi-Quip(MQ Power) Wisperwatt primary and one Multi-Quip backup secondary 240 volt/3 phase 150KVA Super Silent generators trailer mounted with a 200 gallon fuel tank each.
- 1000 hours of continuous run time for primary over a 6 week period (April 17 - May 26).
- 110 volt accessory outlet.
- Accessible block for ease of mounting 2-2awt cords with 4 pole male connectors.
- Secondary generator is for standby emergency use
- Air, oil, and fuel filters for 4 service cycles.
- Training for start-up and operating procedures.
- 24/7 emergency repair
- All freight costs to project.



SERVICES

Installation, testing, operation, and removal of equipment will be coordinated with Michael Key, FCAP Project, (208) 791-2984.

Approximate dates for installation will be the week of April 10th, 2023 and approximate dates for removal will be the week of May 26th, 2023.

Interested Contractors may send their bids to Nez Perce Tribe, Fisheries Production FCAP, P.O. Box 365, Lapwai, ID or Fax to (208) 843-2351.

Bids must be received at the Lapwai Fisheries Office no later than January 31, 2023.

NOTICE:

NEZ PERCE TRIBAL EXECUTIVE COMMITTEE CANDIDATE FILING

**Due to Holiday, candidacy packets are available starting JANUARY 17, 2023
through
FEBRUARY 15, 2023**

CANDIDACY APPLICATION PACKETS WILL BE AVAILABLE THROUGH NPTEC EXECUTIVE ASSISTANT IV, MARSAN LAWYER, at (208) 843-2253 STARTING **JANUARY 17, 2023**. DEADLINE TO SUBMIT COMPLETED CANDIDACY PACKET IS **FEBRUARY 15, 2023 BY 4:30PM**.

NPTEC Incumbents are:

Quintin Ellenwood

Tonia Garcia

Rachel Edwards

For further information regarding Candidacy Filing or if you have any questions, please contact General Council Election Judges by email, electionjudges@nezperce.org or contact information below:

Melissa Guzman – (208) 621-3828 or melissag@nezperce.org

Loretta Spaulding – (208) 621-3823 or lorettas@nezperce.org

Carla Timentwa – carlat@nezperce.org