

~ MARCH 13, 2023 ~



NEZ PERCE TRIBE

JOB OPENINGS

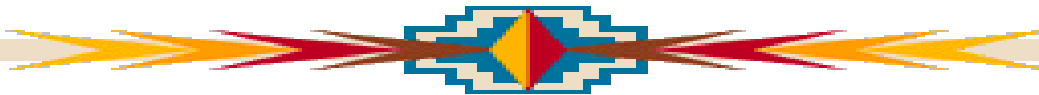
ACTIVE JOB SEEKERS LIST

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)

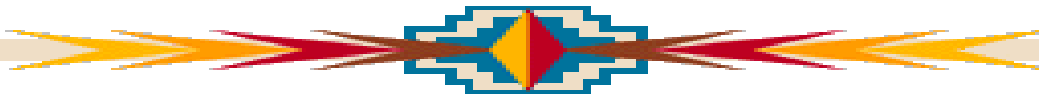


The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **TWO (2) BUS OPERATORS [HR-18-120] (On-Call/Lapwai)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a High School Diploma/GED. Requires an Idaho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

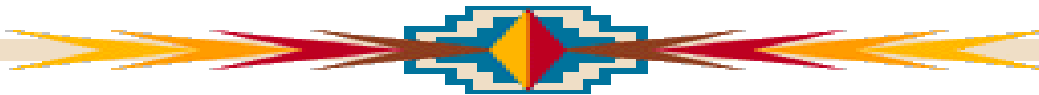
The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-176] (Full-time/Kamiah)**. August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as 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/\$31.71)

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.

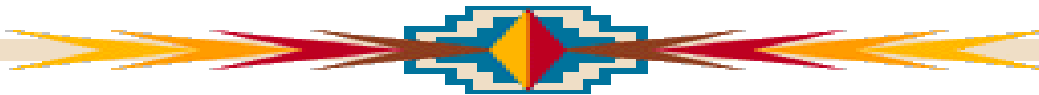


The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 21/\$31.71 (DOQ))

Re-Advertised: The Nez Perce Tribe Department of Law & Justice is recruiting for: **PROBATION OFFICER I [HR-22-141] (Full-time/Lapwai)**. The purpose of the class is to supervise and monitor adult and juvenile offenders. As well as monitor Juvenile offender's compliance with the conditions of the Juvenile Healing to Wellness Court (JHTWC) set by the Court Orders, this also includes other adult and/or juvenile offenders. This position is supervised by the Probation Supervisor. Requires an associate degree in criminal justice or related field, or substitution of certificate of completion in Probation, Law Enforcement, Misdemeanor Probation training or Police Officer POST Academy certification. Requires two (2) years successful experience in a law enforcement or judicial environment, preferably as a probation officer. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 13)

Re-Advertised: The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-22-148] (Full-time/Lapwai)**. The Program Director is a member of the administrative staff team, assisting the Unit Director and supporting Club personnel, Club members and all Club grants, programs, activities and events. Responsible for providing onboarding and continued training for Club personnel, supervising Club personnel, ensuring safe, fun and a positive environment; Will provide guidance and discipline for Club members and notify or communicate with Club member's parent/guardian on any Clubhouse information, accident/incidents and/or behavioral issues and suspensions involving their child. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year college. Must possess and maintain CRP, First Aid, and Automated External Defibrillator (AED) Certification within six (6) months of employment. Must pass a criminal background check. Requires previous management experience and one (1) year supervisory work experience with youth ages 5-18. Experience with Boys & Girls Clubs preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 13)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **CHIEF OF POLICE/DIRECTOR OF PUBLIC SAFETY [HR-22-160]**. To supervise staff and provide management of the Nez Perce Tribal Police, and related law enforcement and emergency services. Responsible for staff planning, civil and criminal processes, training, equipment, supplies budget, policy, and reporting. Researches and formulates long range goals for the organization; develops policies and position papers and reports to the Law & Order Executive Officer (LOEO). This position is hired under contract with the Nez Perce Tribe. Requires one of the following: Master's degree in Law Enforcement or closely related field with no less than seven (7) years of successful Law Enforcement experience including no less than four (4) years successful supervisory experience in a law enforcement agency; Bachelor's degree in Law Enforcement or closely related field with no less than ten (10) years of increasingly responsible and successful Law Enforcement experience including no less than five (5) increasingly responsible and successful Law Enforcement experience including no less than five (5) years' successfully supervisory experience in a law enforcement agency; Successful completion (2.5 gpa or higher) of at least two (2) years of post-secondary education preferably including courses in Law Enforcement or a closely related field, with no less than fifteen (15) years of increasingly responsible and successful Law Enforcement experience including no less than seven (7) years of successful

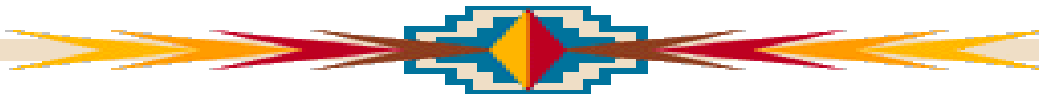


supervisory experience in a law enforcement agency. Requires basic police officer course graduation for the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open Until filled.** (Grade 26, annual salary of 95k-125k DOQ)

The Nez Perce Tribe Department of Executive Direction/Tribal Transit System is recruiting for: **ADMINISTRATIVE SPECIALIST II/DISPATCHER [HR-22-161] (Full-time/Lapwai).** To provide general clerical support for the Transit Director and staff. The class will follow policies and procedures; takes initiative to complete assignments on time under general supervision of the Transit Director. Requires the ability to input data utilizing a computer, to record projects reports, scanning, copying, transcribing information and data entry. Must be able to perform routine office tasks, data entry, and word processing, from desk reception services. Maintain accurate logs and files to ensure verification of activities; gather and compile information to be used by others; maintain confidentiality at all times, operate Transit Dispatch when needed. Complete and input various Transit reports into various on-line data bases. Must obtain a Class C CDL with passenger endorsement (transport 15 or more passengers.) within nine (9) months of employment with Transit preferred. Requires a high school diploma/GED. Requires two (2) years of college education, or vocational technical, with emphasis in administrative skills, business, or a closely related field. Requires one (1) year experience working in office environment with similar duties per class description, tribal government preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open Until filled.** (Grade 11)

The Nez Perce Tribe Department of 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

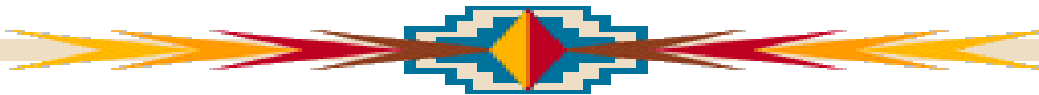


Boys & Girls Club Performance Standards. Requires a High School Diploma/GED. Prefer experience working with youth. Must pass a criminal background check. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing 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 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's 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 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.

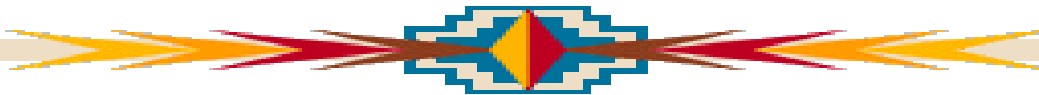


Position also requires walking long distances over rough terrain, regularly lifting up to 50 lbs., and frequent overnight travel. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires 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 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)

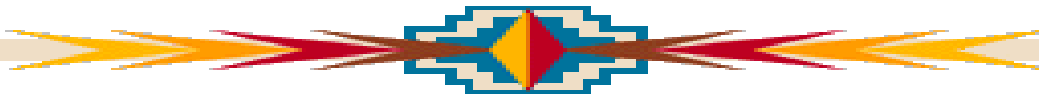
The Nez Perce Tribal Department of Fisheries Resources Management Division is recruiting for: **PROFESSIONAL I - SRBA PRODUCTION BIOLOGIST [HR-23-103] (Full-time/Kooskia Fish Hatchery).** Assists the Kooskia Hatchery Manager in production of 650,000 Kooskia Hatchery Spring Chinook smolts, 700,000 Spring 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)

Extended: 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. **Open until filled.** (Grade 16)

The Nez Perce Tribe Prosecutor's Office is recruiting for: **DEPUTY PROSECUTOR [HR-23-109] (Full-time/Lapwai).** To assist the Prosecutor in upholding the Nez Perce Tribe Constitution, Tribal Code and the sovereignty of Tribe. Requires a bachelor's degree. Prefer a Juris Doctor, or expectations of receiving a Juris Doctor within six (6) months from date of hire, from an accredited law school. Requires licensure in good standing with any state bar, or a current limited license to practice law in the State of Idaho. Must pass a state bar exam and be licensed to practice law in that state no later than one (1) year after hire. Must pass a criminal background check. Requires two (2) years of successful work experience as a prosecutor or criminal defense in a tribal court system is preferred. Knowledge of and sensitivity to the culture, customs, and traditions of the Nez Perce Tribe preferred. Must have a positive work history. Please provide a legal writing sample with application, and resume. 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 22)



The Nez Perce Tribe Department of Technology Services is recruiting for: **CABLE TECHNICIAN III [HR-23-111] (Full-time/Lapwai)**. To provide support and installation of low voltage and outside plant cables and hardware. Works within a general outline of work to be performed developing work methods and sequences under direct supervision of Cable Technician III-Lead. Duties may also include providing project level supervision and management as well as performing technical labor applications of fieldwork. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Requires six (6) months experience in cable installation. Requires acquiring tower climbing certificate within one (1) year of employment. May require physical fitness exam. Background check is required within first three (3) months of employment. 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 13)

The Department of Fisheries Resource Management/Research Division is recruiting for: **FISHERIES TECHNICIAN(S) I [HR-23-113]**. Start your Fisheries Career NOW! !! Come and work for the Nez Perce Tribe Fisheries Resources Management Department. Current openings for multiple positions are now open and WE NEED YOU to be part of our Fisheries Team. Fisheries Technician I regular full-time permanent and seasonal positions to be stationed at: Lapwai, Sweetwater, Orofino, Dworshak, Powell, McCall, ID, and Joseph, OR. If you are getting your high school diploma in Spring of 2023 still apply NOW! Technician I position(s) get to travel, see amazing areas, help restore and maintain the Tribes beloved salmon, steelhead, and lamprey populations. Exciting work opportunities are available assisting our habitat and watershed projects, working in our hatcheries and production facilities, and working on evaluation projects. Positions are responsible for assigned duties from handling fish, surveying and maintaining trails, remote stream surveys, harvest monitoring, identifying and marking fish, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and have the ability to work cooperatively with others. Requires a High School Diploma/GED. General work experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **These positions open until filled.** (Grade 9) (wage range \$17.85 and up).

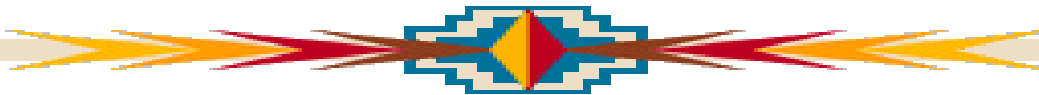
The Department of Fisheries Resource Management/Resource Division is recruiting for: **FISHERIES TECHNICIAN(S) II [HR-23-114]**. Start your Fisheries Career NOW! !! Come and work for the Nez Perce Tribe Fisheries Resources Management Department. Current openings for multiple positions are now open and WE NEED YOU to be a part of our Fisheries Team. Fisheries Technician II regular full-time permanent and seasonal positions to be stationed at: Sweetwater, Orofino, McCall, Lapwai in Idaho, and in Joseph Oregon. Technician II position(s) get to travel, see amazing areas, help restore and maintain the Tribes beloved salmon, steelhead, and lamprey populations. Exciting work opportunities are available assisting and supervising our habitat and watershed projects, working in our hatcheries and production facilities, and working on evaluation projects. Positions are responsible for assigned duties from handling fish, surveying and maintaining trails, remote stream surveys, identifying and marking fish, supervising staff, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and have the ability to work cooperatively with others. Requires two (2) years of college education (48 Credits). Three (3) years of relevant experience is equivalent to one (1) year college. Requires one (1) year of related experience to project needs and six (6) months leadership experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **These positions open until filled.** (Grade 11) (wage range \$19.54 and up).



The Nez Perce Tribe Water Resources Division is recruiting for: **WATER RIGHTS TECHNICIAN I [HR-23-116] (Full-time Seasonal/Lapwai)**. To assist with field and office work related to the Snake River Basin Adjudication and Palouse River Basin Adjudication. Primary duties will include measuring instream flow rates, recording staff gage readings, collecting data from streamflow gaging stations, recording observations of stream conditions and surrounding habitat, marking GPS waypoints, calibrating/operating field equipment, entering data into a computer, and other duties as assigned. The technician will be working outside in various weather conditions and traveling to and from remote work environments. This position will often work with the Water Rights Specialist but may also work independently while in the field. Experience in the outdoors is preferred. Specific training will be provided. Requires High School Diploma/GED. General work experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (M VR) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 9)**

The Nez Perce Tribe Finance Department is recruiting for: **FINANCE MANAGER [HR-23-119] (Full-time/Lapwai)**. To oversee and direct operations for the Finance Department and provide accounting functions in conformance with generally accepted accounting principles. Responsible for financial operations to include, making recommendations to the Executive Director and Nez Perce Tribal Executive Committee (NPTEC), overseeing tribal assets and financial transactions for areas of responsibility, planning, training, budget process and reporting and supervising staff. Plans, organizes, and implements programs within major organizational policies and reports progress of major activities to executive level administrators. Works within a general outline of work to be performed and develops work methods and sequences under the supervision of the Executive Director. Requires a Bachelor's degree in a related field (Master's preferred). Requires ten (10) years professional level experience (or seven (7) years with a Master's degree), and three (3) years of supervisory experience. Please include diploma along with your NPT application and resume. 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 28)**

The Nez Perce Tribal Social Services Indian Child Welfare Program is recruiting for: **ICW-RESOURCE CASE-WORKER I [HR-23-120] (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)**



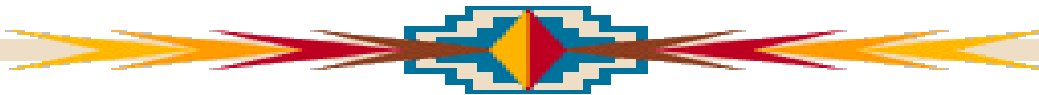
Open to All qualified (General Public) for the following positions:

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)

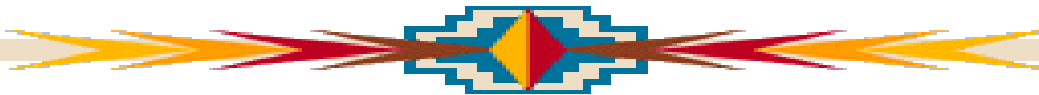
The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (ENTRY LEVEL) [HR-22-103] (Full-time)**. To protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city, state,



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))

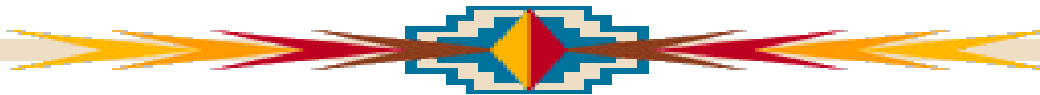
Re-Advertised: The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-22-148] (Full-time/Lapwai)**. The Program Director is a member of the administrative staff team, assisting the Unit Director and supporting Club personnel, Club members and all Club grants, programs, 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 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)

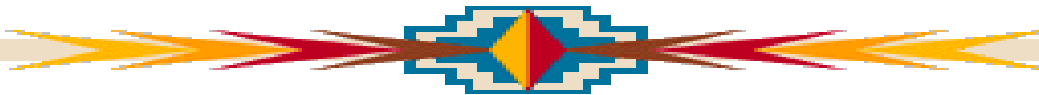


The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL [HR-22-179] (Part-time (29 hrs. or less)/Lapwai)**. To lead and support the station activities, and to supervise their specific program area to ensure the safety of all Club members. Provide programs 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's 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 Natural Resources/Cultural Resources is recruiting for: **FIELD ARCHAEOLOGIST/PROFESSIONAL III [HR-22-202] (Full-time/Lapwai)**. Position is responsible for implementing and

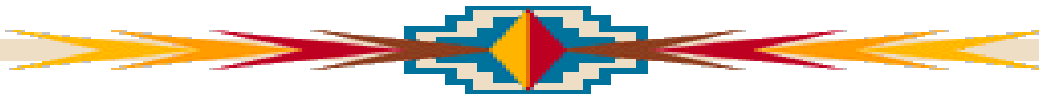


completing archaeological inventory, testing, and data recovery projects under the supervision of the Tribal Archaeologist. Directly supervises archaeological field crew(s) in completion of various contracted archaeological tasks including fieldwork, data analysis, and report writing. Expected to serve 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 Prosecutor's Office is recruiting for: **DEPUTY PROSECUTOR [HR-23-109] (Full-time/Lapwai).** To assist the Prosecutor in upholding the Nez Perce Tribe Constitution, Tribal Code and the sovereignty of Tribe. Requires a bachelor's degree. Prefer a Juris Doctor, or expectations of receiving a Juris Doctor within six (6) months from date of hire, from an accredited law school. Requires licensure in good standing with any state bar, or a current limited license to practice law in the State of Idaho. Must pass a state bar exam and be licensed to practice law in that state no later than one (1) year after hire. Must pass a criminal background check. Requires two (2) years of successful work experience as a prosecutor or criminal defense in a tribal court system is preferred. Knowledge of and sensitivity to the culture, customs, and traditions of the Nez Perce Tribe preferred. Must have a positive work history. Please provide a legal writing sample with application, and resume. 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 22)**

The Department of Fisheries Resource Management/Research Division is recruiting for: **FISHERIES TECHNICIAN(S) I [HR-23-113].** Start your Fisheries Career NOW! !! Come and work for the Nez Perce Tribe Fisheries Resources Management Department. Current openings for multiple positions are now open and WE NEED YOU to be part of our Fisheries Team. Fisheries Technician I regular full-time permanent and seasonal positions to be stationed at: Lapwai, Sweetwater, Orofino, Dworshak, Powell, McCall, ID, and Joseph, OR. If you are getting your high school diploma in Spring of 2023 still apply NOW! Technician I position(s) get to travel, see amazing areas, help restore and maintain the Tribes beloved salmon, steelhead, and lamprey populations. Exciting work opportunities are available assisting our habitat and watershed projects, working in our hatcheries and production facilities, and working on evaluation projects. Positions are responsible for assigned duties from handling fish, surveying and maintaining trails, remote stream surveys, harvest monitoring, identifying and marking fish, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and have the ability to work cooperatively with others. Requires a High School Diploma/GED. General work experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **These positions open until filled. (Grade 9)** (wage range \$17.85 and up).

The Department of Fisheries Resource Management/Resource Division is recruiting for: **FISHERIES TECHNICIAN(S) II [HR-23-114].** Start your Fisheries Career NOW! !! Come and work for the Nez Perce Tribe Fisheries Resources Management Department. Current openings for multiple positions are now open and WE NEED YOU to be part of our Fisheries Team. Fisheries Technician II regular full-time permanent and seasonal positions to be



stationed at: Sweetwater, Orofino, McCall, Lapwai in Idaho, and in Joseph Oregon. Technician II position(s) get to travel, see amazing areas, help restore and maintain the Tribes beloved salmon, steelhead, and lamprey populations. Exciting work opportunities are available assisting and supervising our habitat and watershed projects, working in our hatcheries and production facilities, and working on evaluation projects. Positions are responsible for assigned duties from handling fish, surveying and maintaining trails, remote stream surveys, identifying and marking fish, supervising staff, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and have the ability to work cooperatively with others. Requires two (2) years of college education (48 Credits). Three (3) years of relevant experience is equivalent to one (1) year college. Requires one (1) year of related experience to project needs and six (6) months leadership experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **These positions open until filled.** (Grade 11) (wage range \$19.54 and up).

The Nez Perce Tribe Water Resources Division is recruiting for: **WATER RIGHTS TECHNICIAN I [HR-23-116] (Full-time Seasonal/Lapwai).** To assist with field and office work related to the Snake River Basin Adjudication and Palouse River Basin Adjudication. Primary duties will include measuring instream flow rates, recording staff gage readings, collecting data from streamflow gaging stations, recording observations of stream conditions and surrounding habitat, marking GPS waypoints, calibrating/operating field equipment, entering data into a computer, and other duties as assigned. The technician will be working outside in various weather conditions and traveling to and from remote work environments. This position will often work with the Water Rights Specialist but may also work independently while in the field. Experience in the outdoors is preferred. Specific training will be provided. Requires High School Diploma/GED. General work experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 9)

The Nez Perce Tribe Finance Department is recruiting for: **FINANCE MANAGER [HR-23-119] (Full-time/Lapwai).** To oversee and direct operations for the Finance Department and provide accounting functions in conformance with generally accepted accounting principles. Responsible for financial operations to include, making recommendations to the Executive Director and Nez Perce Tribal Executive Committee (NPTEC), overseeing tribal assets and financial transactions for areas of responsibility, planning, training, budget process and reporting and supervising staff. Plans, organizes, and implements programs within major organizational policies and reports progress of major activities to executive level administrators. Works within a general outline of work to be performed and develops work methods and sequences under the supervision of the Executive Director. Requires a Bachelor's degree in a related field (Master's preferred). Requires ten (10) years professional level experience (or seven (7) years with a Master's degree), and three (3) years of supervisory experience. Please include diploma along with your NPT application and resume. 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 28)

For current grade and pay scale go to www.nezperce.org to review.

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:**

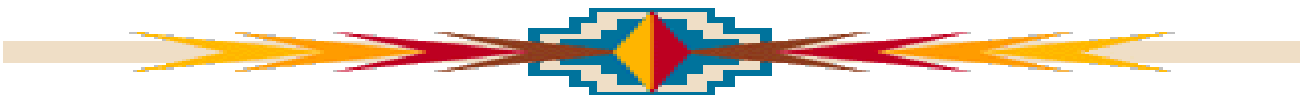


Nez Perce Tribe Human Resources Office
ATTN: **Job Name & No.**
P.O. Box 365
Lapwai, Idaho, 83540
Phone (208) 843-7332 Fax (208) 843-7414

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


OTHER EMPLOYMENT OPPORTUNITIES

- **Nez Perce County is recruiting for: Senior Deputy Recorder.** Full-time position with the Nez Perce County Auditor's Office. \$18.48-\$21.75 DOE/DOQ, plus exceptional benefits including: PERSI retirement, excellent medical/vision/dental insurance and generous vacation/sick/holiday leave. Position is responsible for advanced clerical duties in the maintenance of complex filing and recording systems. Senior Deputy Recorders administer Federal, State and local laws with regards to recording and processing a variety of documents and are responsible for daily and monthly balancing of accounts. Min. Qualifications: High school graduate/equivalent; Associates' degree in a related field and at least two years' clerical work experience; however, additional years of related work experience may be substituted in lieu of educational requirement. Banking and/or land title experience preferred. Applicants must be proficient in the use of computers and Microsoft Office programs; have excellent communication and organizational skills, and the ability to work respectfully and collaboratively with co-workers and the public. View complete job description and application info @ www.co.nezperce.id.us or pick up at NPC Personnel Dept., 1225 Idaho Street, Lewiston, ID 83501. **Closes Wednesday, March 22, 2023.** Equal Opportunity Employer 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. **Election 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. For more information and how to apply contact Charla Hall at CharlaHall@co.nezperce.id.us OR www.co.nezperce.id.us. **Open until filled.** **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.

- **National Park Service (NPS) Seattle is recruiting for: Workforce Management Intern (Remote).** The fellow chosen for this position will be expected to work remotely, with the exception of conducting Public Land Corps hours at a designated Park and/or traveling to attend a special conference/meeting. The goal of this fellowship is to provide youth with training and professional development opportunities related to workforce management. Workforce Management encompasses the following offices: Servicing Human Resource Offices (SHROs), Employee and Labor Relations Office, Office of Workers' Compensation, Office of Personnel Security, Employee Development, and Administration/Project Management. For more information and how to apply go to <https://nwyouthcorps.work-brightats.com>. **Closing date 3/31/23.**
- **Columbia River Inter-Tribal Fish Commission (CRITFC) is recruiting for: Oceanographic Instrumentation Technician, Chief Financial Officer, Fishery Scientist, Data Systems Specialist, Fishery Technician III, Fisheries Geneticist, Watershed 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.**
- **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. **Open until filled.** Send NPTHA job application and 3 work related references to: Executive Director, Nez Perce Tribal Housing Authority, P. O. Box 188, Lapwai, ID 83540. Or email lauriec@nezperce.org. For more information, please call 208 843-2229.
- **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.**
- **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: HR Student Employee, Energy Market Accounting Analyst, Helper Mechanical/Structural (temporary 12 months), Enterprise Technology Project Manager (multiple positions), Journeyman Lineman (multiple positions), Fisheries Biologist I, Protection Engineer (multiple positions), Journeyman Protection Control Meter Technician.** 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: Customer Service/Sales (#1982094), City Carrier Assist. (#1981412), Employment Specialist (#1981370), Personal Banker (#1981196), Golf Course Maintenance (#1980398), Self-Reliance Specialist (#1967844), Drivers Specialist (#1979693), Dietary Aide (# 1979645), Lot Attendant (#1965487), PCR RN-Travel Nurse (# 1979074).** For more information and how to apply go to <https://idahoworks.gov>. **Closing dates vary with positions.**

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- **Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is recruiting for: TERO Assistant, Environmental Health & Safety Officer, Public Transit Bus Driver (on-call), Entry Level Wildland Firefighter/Firefighter type 2, Advance Wildland Firefighter, CUJ Editor, CUJ Reporter, Family Resource Specialist I, Business Recruitment Specialist, Archaeologist I/II, Field Archaeologist, Environmental Toxicologist, Fisheries Habitat Biologist II, Fisheries Habitat Tech., Fisheries Tech. Research, Fisheries Habitat Bio. I, Fisheries Habitat Bio. II, Basin Habitat Enhancement Project, Fisheries Habitat Fisheries Tech. II, Prof. Engineer-Fish Passage Specialist, Fisheries Habitat Biol II-Grande Ronde, Pre-school Educator, Nixyaawii Education Center Cook, Resource worker (Oregon Youth Corp.), Sahaptian Language Apprentice, Education Specialist, Computer Helpdesk Tech. I, Police Officer, Child Support Enforcement Attorney, Assistant Gaming Inspector, Surveillance Operator.** For more information and how to apply go to <https://ctuir.org/career-opportunities/>. **Closing dates vary with positions.**

NOTICE

FREE Tax Preparation

**Nez Perce Tribal Housing Authority – Lapwai Office
Office Hours Monday-Thursday 10AM-3PM
(until the end of tax season)**

The Nez Perce Tribal Housing Authority is sponsoring a Voluntary Income Tax Assistance (VITA) Program. The VITA program offers FREE TAX HELP to low- and moderate-income people. Certified volunteers receive training to help prepare basic tax returns.

For more information or to request tax help, please stop by the Nez Perce Tribal Housing Authority office in Lapwai or call
Direct: 208-843-2974/Office:208-843-2229.

Please be sure to bring the following items:

- W2s & 1099
- Picture Identification
- Voided Check/ Savings Account #
- Last Year's Tax Return
- Social Security Card for Each Family Member
- Childcare Provider's Tax ID #
- Amounts of Additional Income
- Other Tax Documents



Temporary Job Announcement

The Nez Perce Tribe General Council is currently seeking dependable, hardworking **TELLERS and SERGEANT-AT-ARMS** to assist with Nez Perce Tribal Executive Committee Non-Partisan Primary Election in all three Communities: LAPWAI, KAMIAH and OROFINO. Applicants must be an enrolled member of the Nez Perce Tribe and age eighteen (18) years or older. College students and/or unemployed individuals are preferred. You must commit for the full day.

Applications are available on Nez Perce Tribe Website ([General-Council-Tellers-Sgt-At-Arms-Application-FILLABLE.pdf \(nezperce.org\)](#)) or at Nez Perce Tribe Human Resources Department. **Application Deadline: MONDAY, MARCH 27, 2023 by 4:30pm**

NPTEC Non-Partisan Primary Elections

APRIL 01, 2023

Pi-Nee-Waus Community Building in Lapwai, ID

Wa-A'Yas Community Building in Kamiah, ID

Teweeppuu Community Building in Orofino, ID

Please submit application with copies of two types of identification to:

Melissa Guzman, Election Judge

By Email: melissag@nezperce.org

By Fax: 208.843.7414 or

By Mail: Attn: Election Judges

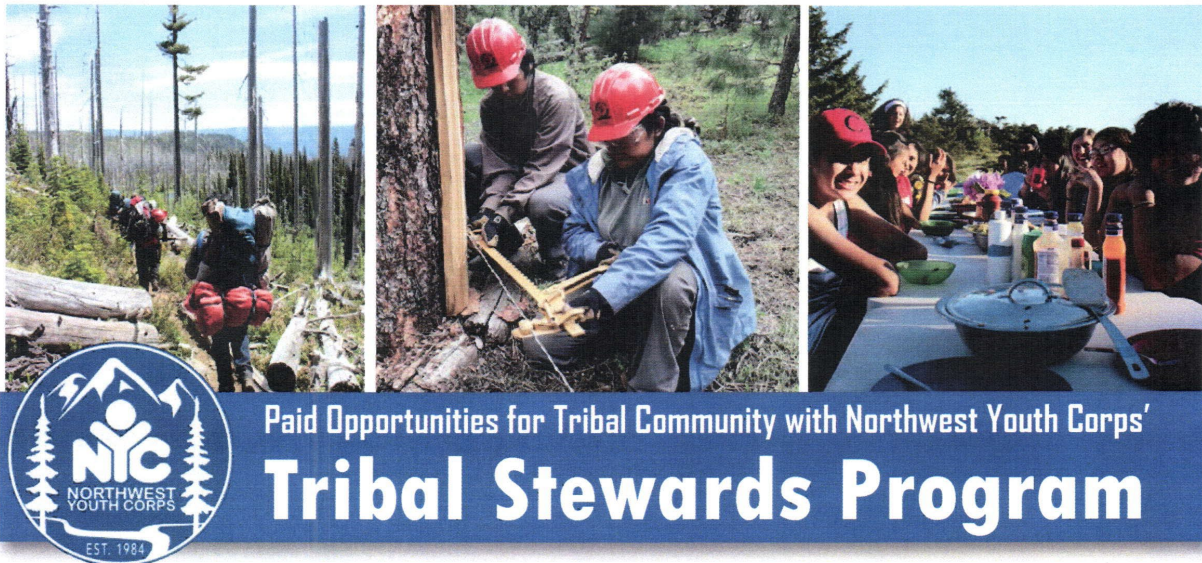
General Council

P.O. Box 1050

Lapwai, ID 83540

For questions or inquiries, please contact: Melissa Guzman, phone: 208.791.0298 or email: melissag@nezperce.org.





About Tribal Stewards:

The Tribal Stewards Program aims to inspire and engage the next generation of Tribal land stewards. Tribal Stewards crews complete work projects for up to 40-hours a week with the guidance and mentorship of trained conservation professionals. Emphasis is placed on holistic development, on the basis that healthy land supports healthy people.

The Tribal Stewards crews follow our Youth Camping program structure and combine education and job-skills training with outdoor adventure for 16 to 18 year olds. With the guidance of experienced field staff, youth crew members work on conservation, reforestation, and recreation projects, while developing leadership skills and learning how to work as a team. Crews camp in the field for their entire session, traveling to new projects often and recreating on the weekends.

Program Elements Include:

- Culturally relevant educational lessons
- Natural resource education
- Supporting health and fitness through conservation work
- Engaging with natural resource professionals from both Federal and Tribal Governments

Crew Member Positions For Tribal Youth Ages 16-18:

5/26-7/14 - Tribal Stewards Crews earn up to \$333 + \$50 bonus each week = up to **2,681 total**
 - All camping, uniform, and food expenses included, Potential school credit also available

Crew Leader Positions for Tribal Adults Ages 21+:

5/15-5/24 (training) 5/26-7/14 - crew leaders earn \$113 per day + \$100 per day during training
 - All camping, uniform, and food expenses included



nwyouthcorps.org info@nwyouthcorps.org (541) 349-5055