

~ SEPTEMBER 11, 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 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)

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 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: **HYDRO-GEOLOGIST 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 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)**

Re-Advertised: The Nez Perce Tribe Department of Natural Resources, Forestry & Fire Management Division is recruiting for: **FORESTRY TECHNICIAN I [HR-23-108] (Full-time Seasonal/Lapwai)**. Assists with forest management by completing fieldwork related to forest inventory, hazardous fuels monitoring, timber sale preparation, and forest stand assessments. Requires High School Diploma/GED. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 9)**

The Nez Perce Tribe 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)**



Extended: The Nez Perce Tribe Department of Social Services Senior Citizens Program is recruiting for: **COOK [HR-23-132] (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' cooking experience. Must have or obtain Food Handler Permit within ninety (90) days of hire. 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 11)

Extended: The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **PROFESSIONAL II/BIOLOGICAL CONTROL CENTER COORDINATOR [HR-23-133] (Full-time/Lapwai)**. The primary duties are to coordinate and provide oversight to the operations and maintenance of the Nez Perce Biocontrol Center (NPBC) through securing operational funds (agreements & contracts) to promote the use of biological control organisms (primarily insects) to combat noxious weeds on the larger landscapes with an emphasis of increasing the availability of newly approved agents (primarily insects) and those in limited supply. The primary duties are based around five primary Goals including: 1) Increase the availability of biological control of weeds organisms that are newly approved or are in limited supply in Idaho and Pacific Northwest; 2) Provide bio-control technology transfer to landowners and managers; 3) Redistribute bio-control agents from field insectaries to areas of need; 4) Monitor past and current releases with cooperators to determine bio-agent present/absence and tract vegetation changes from representative areas utilizing SIMP methodology; and 5) Assist in biological control of weeds implementation in Idaho by managing the Statewide Biological Control Agent Release Database. Will train all subordinate positions (Professional I, Technicians, and Aides) on all aspects necessary to fulfill the NPBC goals, objectives and associated tasks as they relate to annual work plans and staying within the Tribe's organizational guidelines and policies. Preparing progress reports of major activities will be performed or scheduled as requested by the Land Services Director and to those cooperators outlined in annual work plans. Below lists the essential tasks of the NPBC Coordinator. Requires bachelor's degree (master's preferred) in related field. Related field and/or coarse work requirements defined in job expectations. Requires three (3) years related professional experience or one (1) year professional experience with master's degree. Experience must be at a professional level. Requires one (1) year supervisory experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

The Nez Perce Tribe Dept. of Natural Resources/Water Resources Division is recruit for: **PROFESSIONAL II/BROWN-FIELDS TRIBAL RESPONSE PROGRAM COORDINATOR [HR-23-140] (Full-time/Lapwai)**. Salary: \$55k-\$65k DOE plus generous benefits package. We are looking for a dynamic, self-motivated professional to join our creative, supportive, results-driven team to help transform vacant lots and blighted properties into healthy community spaces. Job duties will include conducting and overseeing environmental site assessments; data collection, analysis, and management; contract creation and supervision of subcontractors; technical report writing, budget management; professional presentations; and grant writing. Position requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, planning, or related field (master's preferred). Requires three (3) years related professional experience or one (1) year professional experience with master's degree (experience must be at the professional level). Minimum one (1) year supervisory experience required. Please provide cover letter, and college transcripts along with 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 19)



The Nez Perce Tribe Police Department is recruiting for: **CORRECTIONS SERGEANT [HR-23-151] (Full-time/Lapwai)**. This is an important position in the Police Department which requires current certification in an approved Corrections and/or Detention academy. This position assigned area of responsibility will primarily be the new correctional facility; provides input into training staff, supervises correctional officers and reviews all inmate complaints among other duties. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for four (4) consecutive years from the date of hire. Must have an honorable, good conduct, or honorable discharge from the military service, if applicable. Requires six (6) years' experience in Law Enforcement or related field. Requires three (3) years supervisory experience, demonstrated leadership capabilities and 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. 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 Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-23-158] (Full-time)**. To protect and serve the people of the Nez Perce Tribe. The class is responsible for enforcement of tribal, city, state, and federal laws, ordinances, codes, and regulations for assigned areas of responsibility. Works within a general outline of work to be performed; develops work methods and sequences under general supervision. Must reside within thirty (30) miles' 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. The 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. The 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. Successful applicants will be placed on a one (1) year probationary period to be completed before permanent assignment. Requires a positive work history that reflects a strong work ethic, good character and a willingness to learn and follow instructions. Class description available at the NPT Human Resources Department. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 21/\$31.71 (DOQ))

The Nez Perce Tribe Department of Social Services/Children's Home is recruiting for: **RESIDENT MENTOR [HR-23-159] (Full-time/Lapwai)**. To provide a safe, accountable and consistent environment at all times, by being responsible for all immediate care duties to children ages birth-17 referred to the Children's Home. Works according to procedures, including daily written reporting, complying with finance procedures and performing daily activities and tasks to assist client with social, emotional, and physical growth. Complying with the procedures as well as developing the skills necessary to manage difficult behavior that may arise due to the high levels needs of clientele served. Requires strict confidentiality, and candidate must demonstrate a healthy lifestyle within the community. This position is under the immediate supervision of the Children's Home Specialist. Requires a High School Diploma/GED. One (1) year of experience dealing with children in group environments is required. Ability to complete CPR/First Aide certification within thirty (30) days of hire, and Food Handlers certification with thirty (30) days of hire. Complete on-going-in-service training within ninety (90) days of hire. Must be drug free and free from physical conditions which might adversely affect performance as a childcare provider in a twenty-four (24) hour seven (7) days a week facility. Required to submit to periodic or directed drug and/or alcohol testing. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. Class description available at the NPT Human



Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 10)

The Nez Perce Tribe Mamáy'asnim Hitéemenwees is recruiting for: **TWO (2) HEAD START TEACHERS (SUCCESSFUL APPLICANT WILL BE ASSIGNED EITHER HS TEACHER II or III DEPENDING ON QUALIFICATIONS) [HR-23-164] (Full-time - 9 months/Lapwai). TEACHER II:** Requires minimum an AAS or AA in ECE. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Demonstrate knowledge and ability to apply early childhood education philosophy dealing with the "whole Child" to include working with special needs children. Requires background check, physical exam, and TB test; must obtain CPR and First Aid Certification. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Prefer a valid driver's license but would require that the incumbent obtain a valid driver's license within six (6) months of appointment with the ability to be insured under the Tribe's policy. If you already have a driver's license, you 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). **TEACHER III:** Requires minimum a BAS or bachelor's degree in ECE or a bachelor's degree in related field with a current CDA and one-year related experience. Responsible to lead and supervise classroom activities. Responsible for planning and implementing and evaluating educational activities in compliance with HS Performance Standards. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Demonstrate knowledge and ability to apply early childhood education philosophy dealing with the "whole Child" to include working with special needs children. Requires background check, physical exam, and TB test; must obtain CPR and First Aid Certification. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Prefer a valid driver's license but would require that the incumbent obtain a valid driver's license within six (6) months of appointment with the ability to be insured under the Tribe's policy. If you already have a driver's license, you 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 Mamáy'asnim Hitéemenwees - Lapwai Center is recruiting for: **BUS DRIVER [HR-23-165] (Full-time - 9 months/Lapwai).** To assist the program as directed in delivery of services to children and their families; transport children to and from school and field trips, work with Head Start families, conducts bus inspections, and maintains assigned bus as required. Maintains daily bus logs and up-to-date passenger list. Assists teaching staff on field trips and in the classroom, assists with program activities such as setting up for special events or meetings. Conducts visits to families in need of transportation services as necessary, develops routes and transportation schedules in consultation with supervisor. Requires High school diploma or GED. Requires a Commercial Driver's License (CDL). Requires 3 - 6 months experience. Requires CPR and First Aid Certification within 30 days of hire. Requires criminal background/fingerprint check, DOT 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. 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 5)

The Nez Perce Tribe Boys & Girls Club is recruiting for: **UNIT DIRECTOR [HR-23-166] (Full-time/Kamiah).** The Unit Director is a member of the Administrative Staff Team, assisting the Boys & Girls Club of the Nez Perce Tribe (BGCNPT) Executive Director. Provides support to Club personnel, members and administrative assistance for Clubhouse grants, programs, activities & events. Provides guidance and discipline for Club members, evaluates behavioral situations and implements corrective actions. Responsible for supervision of the Program Assistant; providing additional onboarding, required certifications and continued training for Club personnel. Coordinates the strategic planning and implementation of the Clubs Mission, Youth Development Strategy, Formula for the Impact, Clubhouse grants & youth development programs, data collection & reporting



of programs & grants, recruitment & annual membership, Clubhouse program awareness & advertising, care and upkeep of the Clubhouse facility and community collaborations & partnerships. Assists the BGCNPT Executive Director with the goals and objectives of the Boys & Girls Club of America (BGCA) movement, resource development, grant application, program & grant budget development and fund expenditures tracking and reporting. Supervised by the Boys & Girls Club Executive Director. Requires two (2) years of college education (48 credits). Three (3) years of relevant job experience may be substituted for one (1) year of college. Requires one (1) year supervisory experience, and six (6) years of related experience to project needs preferred. Experience working, 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 a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 15)**

The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-23-167] (Full-time/Kamiah)**. 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 Boys & Girls Club is recruiting for: **MEMBERSHIP SERVICES DIRECTOR [HR-23-168] (Full-time/Kamiah)**. Responsible to perform a variety of office manager duties for program staff regarding the Boys & Girls Club as authorized under the Boys & Girls Club Management. Employee is the primary link of communication between members, parents, and the general public. Responsible for maintaining a positive, friendly interactions, and maintain a clean, organized image at the front counter. Serves as the receptionist and office manager. Is the data processor and generally works within established procedure to ensure task accomplishments. Directs the public to information and resources, as well as the program managers and administration when necessary. Must keep current records in the Membership Tracking Services (MTS). Position is supervised by the Executive Director of the Boys & Girls Club. Requires one (1) year of college experience or technical training equivalent to one year or High School Diploma/ GED with three years' work experience with a Boys & Girls Clubs of America. Requires minimum of two (2) years' experience in customer service and be willing to receive continuous on-the-job training as needed. Must pass a criminal background check. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 9/Step 4)**

The Nez Perce Tribe Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL(S) [HR-23-169] (Part-time (29 hrs. or less)/Kamiah)**. 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)

Extended: The Nez Perce Tribe Education Manager is recruiting for: **ADMINISTRATIVE /HIGHER EDUCATION SPECIALIST [HR-23-170] (Full-time/Lapwai).** To provide administrative support for the Education Department Manager's operations and outreach to higher education students. Assists with grant compliance, evaluation, and monitoring activities. Maintains department's database(s), trouble shoots and resolves computer software problems with assistance from technical support and implements effective computer applications to facilitate efficient office operations. Assists with the development of operational budgets, maintains cuff accounts, processes departmental expenditures, maintains spreadsheets to track payments to school teams, and works with vendors to process orders and secure services. Collects and tracks required documents to process tribal scholarship applications, monitors and troubleshoots online application system, contacts students to request documents or provide updates, sets up scholarship files, reviews past files to determine eligibility and past awards, maintains scholarship record's management and tracking systems, updates scholarship review forms annually, develops check request forms and submits to Finance, manages correspondence and check release to student and higher education institutions, processes and tracks student incentives for degree completion, and establishes or updates vendors with Finance. Advises tribal scholarship recipients about maintaining Academic Good Standing and meeting eligibility criteria following the Nez Perce Higher Education Scholarship Plan of Operation. Increases knowledge on college admissions, financial aid, retention, student support services, and other scholarship opportunities. Generates routine and special reports, documents department activities and events, makes presentations, and formats and distributes information on tribal Education-related issues. Performs routine clerical tasks, such as personnel schedules, pay vouchers, signature log, processing incoming and outgoing mail, data entry, record's keeping, filing, faxing, photocopying, or telephoning. Prepares correspondence, memos, appointments, schedules, reviews and edits documents, and assists in developing and submitting NPTEC subcommittee packets. Receives and screens incoming calls and visitors, answers questions, resolves problems, directs callers and visitors to the appropriate personnel, and takes messages. Maintains confidentiality and professionalism at all times. The position is supervised by the Education Manager. Requires two (2) years of college education (48 credits), or specialized training equivalent to satisfactory completion of two (2) years of college education with emphasis in administrative skills, business, computers, or closely related field. Office experience with a computer background will be considered. Certifications specific to advising students entering higher education or training programs preferred. Three (3) years of office experience using computer database applications and providing direct services to college students, and one (1) year tribal government experience preferred. Training in database operations and utilization required after hire. Must be able to 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 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. **Closing date 9/22/23.** (Grade 13)

The Nez Perce Tribe Dept. of Natural Resources/Water Resources Division is recruiting for: **PROFESSIONAL /ENVIRONMENTAL SPECIALIST [HR-23-174] (Full-time/Lapwai).** To assist the Program Coordinator in working on multiple projects designed to characterize and clean up contaminated soil and groundwater. Daily tasks include; conducting and overseeing environmental site assessments; data collection, analysis, and management; reading through contracts and collaborating with subcontractors; technical report writing; budget reporting; professional presentations; training and development; UST (Underground Storage Tank) Compliance Assistance visits; overseeing Tank closure operations. Requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, planning, or related field. Technical experience in related field preferred; demonstrated leadership experience preferred. Please include college degree, and cover letter. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)



The Nez Perce Tribe Fisheries Resources Management/Production Division is recruiting for: **TECHNICIAN I/FISH CULTURIST(S) [HR-23-179] (Full-time/Dworshak Fish Hatchery, Ahsahka, ID.)**. Serves as a salmonid fish culturist for broodstock and production of spring Chinook and Steelhead smolts; trout, and other species as needed. In addition to performing fish husbandry, the incumbent is required to participate in all phases of the hatchery operation, including educational outreach involving public and students visiting the hatchery. Work schedule includes rotating duty on weekends, and holidays as assigned. 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. Requires a High School Diploma/GED. Work experience preferred. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Closing date 9/22/23. (Grade 9)**

The Nez Perce Tribe Fisheries Resources Management/Production Division is recruiting for: **PROFESSIONAL I/SRBA PRODUCTION BIOLOGIST[HR-23-180] (Full-time/Dworshak Fish Hatchery, Ahsahka, ID.)**. To assist the Dworshak Hatchery Manager (USFWS) in production of 2.1 million Steelhead smolts, 1.1 million spring Chinook smolts, 280,000 coho, trout and other species as assigned. 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. 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. 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. Please include resume and degree with your NPT application. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 17)**

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

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)

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 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 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)

Re-Advertised: The Nez Perce Tribe Department of Natural Resources, Forestry & Fire Management Division is recruiting for: **FORESTRY TECHNICIAN I [HR-23-108] (Full-time Seasonal/Lapwai).** Assists with forest management by completing fieldwork related to forest inventory, hazardous fuels monitoring, timber sale preparation, and forest stand assessments. Requires High School Diploma/GED. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 9)

The Nez Perce Tribe 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)

Extended: The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **PROFESSIONAL II/BIOLOGICAL CONTROL CENTER COORDINATOR [HR-23-133] (Full-time/Lapwai).** The primary duties are to coordinate and provide oversight to the operations and maintenance of the Nez Perce Biocontrol Center (NPBC) through securing operational funds (agreements & contracts) to promote the use of biological control organisms (primarily insects) to combat noxious weeds on the larger landscapes with an emphasis of increasing the availability of newly approved agents (primarily



insects) and those in limited supply. The primary duties are based around five primary Goals including: 1) Increase the availability of biological control of weeds organisms that are newly approved or are in limited supply in Idaho and Pacific Northwest; 2) Provide bio-control technology transfer to landowners and managers; 3) Redistribute bio-control agents from field insectaries to areas of need; 4) Monitor past and current releases with cooperators to determine bio-agent present/absence and tract vegetation changes from representative areas utilizing SIMP methodology; and 5) Assist in biological control of weeds implementation in Idaho by managing the Statewide Biological Control Agent Release Database. Will train all subordinate positions (Professional I, Technicians, and Aides) on all aspects necessary to fulfill the NPBC goals, objectives and associated tasks as they relate to annual work plans and staying within the Tribe's organizational guidelines and policies. Preparing progress reports of major activities will be performed or scheduled as requested by the Land Services Director and to those cooperators outlined in annual work plans. Below lists the essential tasks of the NPBC Coordinator. Requires bachelor's degree (master's preferred) in related field. Related field and/or coarse work requirements defined in job expectations. Requires three (3) years related professional experience or one (1) year professional experience with master's degree. Experience must be at a professional level. Requires one (1) year supervisory experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

The Nez Perce Tribe Dept. of Natural Resources/Water Resources Division is recruit for: **PROFESSIONAL II/BROWN-FIELDS TRIBAL RESPONSE PROGRAM COORDINATOR [HR-23-140] (Full-time/Lapwai)**. Salary: \$55k-\$65k DOE plus generous benefits package. We are looking for a dynamic, self-motivated professional to join our creative, supportive, results-driven team to help transform vacant lots and blighted properties into healthy community spaces. Job duties will include conducting and overseeing environmental site assessments; data collection, analysis, and management; contract creation and supervision of subcontractors; technical report writing, budget management; professional presentations; and grant writing. Position requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, planning, or related field (master's preferred). Requires three (3) years related professional experience or one (1) year professional experience with master's degree (experience must be at the professional level). Minimum one (1) year supervisory experience required. Please provide cover letter, and college transcripts along with 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 19)

The Nez Perce Tribe Police Department is recruiting for: **CORRECTIONS SERGEANT [HR-23-151] (Full-time/Lapwai)**. This is an important position in the Police Department which requires current certification in an approved Corrections and/or Detention academy. This position assigned area of responsibility will primarily be the new correctional facility; provides input into training staff, supervises correctional officers and reviews all inmate complaints among other duties. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for four (4) consecutive years from the date of hire. Must have an honorable, good conduct, or honorable discharge from the military service, if applicable. Requires six (6) years' experience in Law Enforcement or related field. Requires three (3) years supervisory experience, demonstrated leadership capabilities and 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. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)



The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-23-158] (Full-time)**. To protect and serve the people of the Nez Perce Tribe. The class is responsible for enforcement of tribal, city, state, and federal laws, ordinances, codes, and regulations for assigned areas of responsibility. Works within a general outline of work to be performed; develops work methods and sequences under general supervision. Must reside within thirty (30) miles' 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. The 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. The 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. Successful applicants will be placed on a one (1) year probationary period to be completed before permanent assignment. Requires a positive work history that reflects a strong work ethic, good character and a willingness to learn and follow instructions. Class description available at the NPT Human Resources Department. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 21/\$31.71 (DOQ)

The Nez Perce Tribe Mamáy'asnim Hitéemenwees is recruiting for: **TWO (2) HEAD START TEACHERS (SUCCESSFUL APPLICANT WILL BE ASSIGNED EITHER HS TEACHER II or III DEPENDING ON QUALIFICATIONS) [HR-23-164] (Full-time - 9 months/Lapwai)**. **TEACHER II:** Requires minimum an AAS or AA in ECE. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Demonstrate knowledge and ability to apply early childhood education philosophy dealing with the "whole Child" to include working with special needs children. Requires background check, physical exam, and TB test; must obtain CPR and First Aid Certification. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Prefer a valid driver's license but would require that the incumbent obtain a valid driver's license within six (6) months of appointment with the ability to be insured under the Tribe's policy. If you already have a driver's license, you 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). **TEACHER III:** Requires minimum a BAS or bachelor's degree in ECE or a bachelor's degree in related field with a current CDA and one-year related experience. Responsible to lead and supervise classroom activities. Responsible for planning and implementing and evaluating educational activities in compliance with HS Performance Standards. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Demonstrate knowledge and ability to apply early childhood education philosophy dealing with the "whole Child" to include working with special needs children. Requires background check, physical exam, and TB test; must obtain CPR and First Aid Certification. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Prefer a valid driver's license but would require that the incumbent obtain a valid driver's license within six (6) months of appointment with the ability to be insured under the Tribe's policy. If you already have a driver's license, you 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 Mamáy'asnim Hitéemenwees - Lapwai Center is recruiting for: **BUS DRIVER [HR-23-165] (Full-time - 9 months/Lapwai)**. To assist the program as directed in delivery of services to children and their families; transport children to and from school and field trips, work with Head Start families, conducts bus inspections, and maintains assigned bus as required. Maintains daily bus logs and up-to-date passenger list. Assists teaching staff on field trips and in the classroom, assists with program activities such as setting up for special events or meetings. Conducts visits to families in need of transportation services as necessary, develops routes and transportation schedules in consultation with supervisor. Requires High



school diploma or GED. Requires a Commercial Driver's License (CDL). Requires 3 - 6 months experience. Requires CPR and First Aid Certification within 30 days of hire. Requires criminal background/fingerprint check, DOT 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. 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 5)**

The Nez Perce Tribe Boys & Girls Club is recruiting for: **UNIT DIRECTOR [HR-23-166] (Full-time/Kamiah).** The Unit Director is a member of the Administrative Staff Team, assisting the Boys & Girls Club of the Nez Perce Tribe (BGCNPT) Executive Director. Provides support to Club personnel, members and administrative assistance for Clubhouse grants, programs, activities & events. Provides guidance and discipline for Club members, evaluates behavioral situations and implements corrective actions. Responsible for supervision of the Program Assistant; providing additional onboarding, required certifications and continued training for Club personnel. Coordinates the strategic planning and implementation of the Clubs Mission, Youth Development Strategy, Formula for the Impact, Clubhouse grants & youth development programs, data collection & reporting of programs & grants, recruitment & annual membership, Clubhouse program awareness & advertising, care and upkeep of the Clubhouse facility and community collaborations & partnerships. Assists the BGCNPT Executive Director with the goals and objectives of the Boys & Girls Club of America (BGCA) movement, resource development, grant application, program & grant budget development and fund expenditures tracking and reporting. Supervised by the Boys & Girls Club Executive Director. Requires two (2) years of college education (48 credits). Three (3) years of relevant job experience may be substituted for one (1) year of college. Requires one (1) year supervisory experience, and six (6) years of related experience to project needs preferred. Experience working, 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 a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 15)**

The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-23-167] (Full-time/Kamiah).** 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 Boys & Girls Club is recruiting for: **MEMBERSHIP SERVICES DIRECTOR [HR-23-168] (Full-time/Kamiah).** Responsible to perform a variety of office manager duties for program staff regarding the Boys & Girls Club as authorized under the Boys & Girls Club Management. Employee is the primary link of communication between members, parents, and the general public. Responsible for maintaining a positive, friendly interactions, and maintain a clean, organized image at the front counter. Serves as the receptionist and office manager. Is the data processor and generally works within established procedure to ensure task accomplishments. Directs the public to information and resources, as well as the program managers and administration when necessary. Must keep current records in the Membership Tracking Services (MTS). Position is supervised by the Executive Director of the Boys & Girls Club. Requires one (1) year of college experience or technical training equivalent to one year or High School Diploma/ GED with three years' work experience with a Boys & Girls



Clubs of America. Requires minimum of two (2) years' experience in customer service and be willing to receive continuous on-the-job training as needed. Must pass a criminal background check. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 9/Step 4)

The Nez Perce Tribe Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL(S) [HR-23-169] (Part-time (29 hrs. or less)/Kamiah).** 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 Dept. of Natural Resources/Water Resources Division is recruiting for: **PROFESSIONAL I/ENVIRONMENTAL SPECIALIST [HR-23-174] (Full-time/Lapwai).** To assist the Program Coordinator in working on multiple projects designed to characterize and clean up contaminated soil and groundwater. Daily tasks include; conducting and overseeing environmental site assessments; data collection, analysis, and management; reading through contracts and collaborating with subcontractors; technical report writing; budget reporting; professional presentations; training and development; UST (Underground Storage Tank) Compliance Assistance visits; overseeing Tank closure operations. Requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, planning, or related field. Technical experience in related field preferred; demonstrated leadership experience preferred. Please include college degree, and cover letter. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)

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

- **State of Washington/Department of Social & Health Services is recruiting for: Child Support Enforcement Officers 1-2.** This is a full-time position with a duty station located at Yakima, WA. Some of the job duties include; Initiate and authorize the establishment, collection, distribution, and/or medication and enforcement of financial, medical and other child support obligations; independently negotiates and/or interviews custodial/absent parents, attorneys, and employers regarding their accounts and verifies the accuracy of financial and informational data. For more information and how to apply go to <https://www.governmentjobs.com/careers/washington/jobs/4190580/dshs-esa-child-support-enforcement-officer-1-2-in-training>. Closing date 9/13/23.
- **Nez Perce County is recruiting for: Appraiser II:** Full-time position at \$21.40-\$25.00/hr. DOE/DOQ, plus exceptional benefits including: PERSI retirement; excellent medical/vision/dental insurance for employees and their eligible dependents; and generous vacation/sick/holiday leave. Min. Qualifications: High school graduate/equivalent; considerable knowledge of valuation and appraisal of real and personal property; experience using appraisal software applications; and preferably valid Idaho State Ad Valorem Appraiser Certification. Preferred Qualifications: Five years' progressive work experience in real estate appraisal and successful completion of the Idaho State Tax Commission Courses I and/or IAAO Courses and USPAP. In the event the Assessor is unable to hire a licensed, experienced Appraiser II, an Appraiser OR Appraiser Trainee may be considered for this vacancy. View complete qualifications in the Appraiser II and Appraiser job descriptions linked below. Completed Applications for Employment must be emailed to charlahall@co.nezperce.id.us OR turned into the NPC Personnel Dept., 1225 Idaho Street, Lewiston, ID 83501. Position will remain 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.
- **Nez Perce Tribal Housing Authority is recruiting for: Maintenance/Construction Worker.** For our rental units in the **Lapwai area**. Minimum four years' experience in residential maintenance/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. Excellent benefits, Tribal & Indian Preference will apply. The NPTHA reserves the right to transform this position into a training position if sufficient Indian Preference applications are not received. Submit NPTHA employment application to: Nez Perce Tribal Housing Authority, P.O. Box 188, Lapwai, ID 83540. More info: (208) 843-2229. **OPEN UNTIL FILLED. 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. Please send application, and 3 work-related references to: Executive Director, Nez Perce Tribal Housing Authority, P. O. Box 188, Lapwai, ID 83540.



Or email nptha@nezperce.org. **OPEN UNTIL FILLED. Finance & Operations Manager:** To administer and manage all aspects of accounting and general operations. Full time w/excellent benefits. Bachelor's degree in business or accounting; 3 yrs. experience as full charge bookkeeper; (or Associate degree with 5 yrs. full charge bookkeeping); Requires three (3) yrs. supervising experience. Direct experience in public/Indian housing accounting, banking, financing, audit preparation is desirable, applicant must possess excellent verbal and written communication skills, knowledgeable in human resource & payroll mgmt., financial reporting, proficiency in financial software applications, and procurement practices. Salary - DOQ, Indian preference will apply, **OPEN UNTIL FILLED.** Send NPTHA job application and three (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.

- **The Nez Perce-Clearwater National Forest is starting the process to hire the permanent NPCNF Tribal Liaison.** This is a Permanent appointment with duty locations at Kamiah, Kooskia, Orofino, and White Bird, ID. The Tribal Liaison coordinates multiple program actions with the Forest Supervisor and District Rangers, Program Managers and the Tribe. Coordinates the development of processing and maintaining documentation on all forest related Native American activities. Works with a variety of federal and local agencies to identify training, contracting and employment opportunities which may be beneficial to Native American and Tribal owned businesses. Facilitates consultation between agency representatives and the Tribe on a variety of issues, programs and proposed projects. Ensures Native American issues and needs are addressed in the agency planning, budgeting, personnel and manual systems. Prepares and monitors annual agency Tribal relation action plans and longer-term strategies and prepares accomplishment reports. Recommends changes in management functions and policies to foster strong agency/Native American government-to-government relations and partnerships. Assists line officers in the development of agreements, protocols and Tribal relations program action plans. Seeks opportunities to expand interpretive opportunities related to Native American history and culture. Works actively with Tribal members and other forest heritage and interpretive staff to ensure visitor programs reflect Native American values and interests. For more information go to <https://fsoutreach.gdci.com?id=5334BB75C8784B948844B98D983A1ED3>.
- **Lapwai School District is recruiting for: HS Girls Assistant Softball Coach, Kitchen Cook, Behavior Interventionist, Special Education Instructional Assistant.** Applications can be found on the website www.lapwai.org, or contact Connie Desjarlais at the District Office: (208) 843-2622 at ext. 3. **Positions are open until filled.**
- **Idaho Department of Labor Lewiston, ID is recruiting for: Thrift Store Assoc. (# 2062523), Energy Installer (#1492202), Track Laborer (#2070334), CDL (#2089445), Phlebotomist (#2088636), Assistant Manager (#2087217), Prep Cook (#2085172), Caregivers/CAN (#1359492), Powder Coater (#2084133), Maintenance Assoc. (#2082210).** For more information and how to apply go to <https://idahoworks.gov>. **Closing dates vary with positions.**
- **AVISTA is recruiting for: Journeyman Lineman, Customer Engagement Manager, Line Foreman, Journeyman Protection Control Meter Technician.** For more information and how to apply go to www.myavista.com/about-us/working-at-avista.
- **Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is recruiting for: CTUIR Climate Coordinator, Analyst, Deputy Executive Director, Public Relations Specialist, Food Distribution Coordinator, Equipment Operator, Archaeologist I/II, Field Archaeologist, First Food Water Policy Analyst, Technician I-Hatchery, Fish Passage Specialist, Special Education Coordinator, Preschool Educator II, Preschool Educator I, Server Administrator, Web Programmer I, Public Transit Bus Driver, Police Officer(s), Child Support Enforcement Attorney, Surveillance Operator.** For more information and how to apply go to <https://ctuir.org/career-opportunities/>. **Closing dates vary with positions.**

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- **Big Sky Watershed Corps/AmeriCorps is recruiting for: Seeking individuals who are looking to gain experience in the natural resources while making measurable impact in communities throughout Montana.** If you are interested in project design and implementation, community outreach and education, organization development, volunteer generation and management; we want to hear from you! For more information go to <https://story-maps.arcgis.com/stories/38c9d47974e84d6d99510c88c164d355>. **Open until filled.**

Latest Job Information for the Northern Region of the Forest Service



For all the latest on our jobs including:

- All permanent positions including entry level jobs, professional positions, and technical positions.
- Permanent fire job advertisements start August 31-September 29th - Apply on www.usajobs.gov
- September Careers Event, September 18 - 15th for entry-level forestry aids and technicians across the country.
- Information about more upcoming National hiring events planned in September, October, & November for entry & mid-level jobs. [PLEASE CLICK HERE](https://mailchi.mp/3cd06d3ed131/latest-job-info) or go to: <https://mailchi.mp/3cd06d3ed131/latest-job-info>



*The Healing Lodge
of the Seven Nations*

WE ARE HIRING

PHYSICAL EDUCATION SPECIALIST

- \$25.64-\$38.46/hour, DOE/DOQ
- Tues-Sat, 12:00pm-9:00pm
- AA/AS in Education w/a certification in Physical Education, Health Fitness Specialist, Sport & Exercise Science, Kinesiology, or related field required.
- Must have a valid Driver's License and clean driving record.
- Must have a current fitness instructor certification and/or WA State Secondary Teaching Certificate (grades 7-12) with endorsements in physical education or related discipline.

**FOR MORE DETAILS AND TO
APPLY, GO TO OUR WEBSITE**

WWW.HEALINGLODGE.ORG



CONTACT US
509-795-8324



Temporary Job Announcement

The Nez Perce Tribe General Council is currently seeking dependable, hardworking **TELLERS and SERGEANT-AT-ARMS** to assist with Fall General Council Meeting in KAMIAH. 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 three days.***

Applications are available on Nez Perce Tribe Website (<https://www.nezperce.org>) under General Council or at Nez Perce Tribe Human Resources Office. **Application Deadline: THURSDAY, SEPTEMBER 21, 2023 by 4:30pm**

**Fall General Council Meeting (September 28, 29, & 30, 2023)
Wa-a'yas Community Center, Kamiah, Idaho**

Please submit application with copies of two types of identification (ex. Tribal ID, Driver's License) 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: 208.621.3828 or email: melissag@nezperce.org.