

~ MARCH 11, 2024 ~



NEZ PERCE TRIBE

JOB OPENINGS

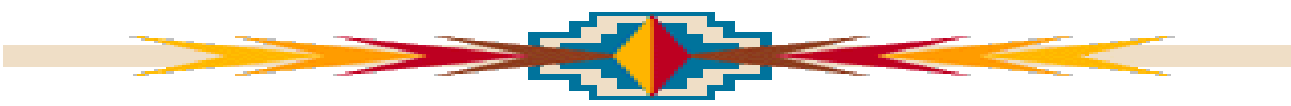
ACTIVE JOB SEEKERS LIST

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 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

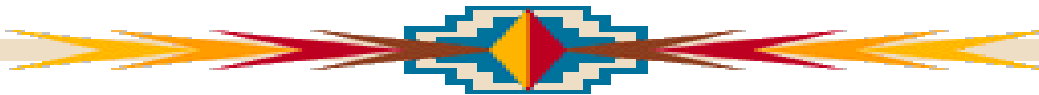


insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 13)

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 or 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)

The Nez Perce Tribe Police Department is recruiting for: **SCHOOL RESOURCE OFFICER (LATERAL) [HR-23-193] (Full-time/Lapwai).** The purpose of the School Resource Officer and this description is an assignment responsibility within the Lateral Police Officer Class Description into the school systems within the boundaries of the Nez Perce Indian Reservation. The School Resource Officer will make themselves more available and responsive to the needs of the students in the schools where the officer is assigned, however, will respond to other schools within the boundaries of the Nez Perce Reservation or locations. Responsible in the investigations involving juvenile offenders or juvenile victims. Will be assigned to the Criminal Investigation Division supervisor who will plan, organize and direct the activities. Responsible for enforcement of tribal, city, state and federal laws, ordinances, codes, and regulations for assigned area of responsibility. Prefer this candidate be willing to reside within the boundaries of the Nez Perce Reservation or resides within 30-mile radius of assigned workplace and responds from residence to the Nez Perce Indian Reservation within 30 minutes of notification when on-call or recalled to duty for emergencies and manning shortfalls. Requires High School Diploma or equivalent and college level education preferred. Requires proof of U.S. citizenship and proof of being at least twenty-one (21) years of age at the time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state. Requires valid Idaho driver's license and the ability to be insured under Tribe's policy. 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 date of hire. Must have an honorable, good conduct, or honorable discharge from the military service if applicable. Requires a positive work history that reflects strong work ethic, good character and a willingness to learn and follow instruction. Class/job description available at the NPT Human Resources Department. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 21 Step 2)

The Nez Perce Tribe Education Department is recruiting for: **INTERN-EDUCATION [HR-24-100] (Part-Time During the School Year/Lapwai).** The purpose of the internship is to provide second through fifth year undergraduate students with real world situations that are applicable in a tribal learning environment focused on culturally relevant education to improve whole child development (including academic achievement) of Native American students in K-12th grades. Intern will assist the Nez Perce State Tribal Education Partnership (STEP) staff in facilitation and engagement of school teams, collection of cultural-based evidence gathering data, community outreach and awareness, training, and capacity building efforts targeting partner public school district's students, families, and staff. On-the-job training will be provided. Capacity building plan will focus on facilitation of meetings and training, Idaho public school systems (state and local education agencies), mainstream education assessment and evaluation, effective school-Tribe-community partnerships, data monitoring, and other topics specific to current trends and research of Native American populations. Special emphasis on Nez Perce culture. Must maintain positive working relationships with school and community partners. Responsible to use data management and tracking system to document scope and outcome of technical assistance and professional development services provided. The class functions within a general outline of work to be performed; develops work methods and sequences under general supervision of the



Education Department Manager and additional support from the STEP Technical Assistance Coach. Requires high school diploma or GED certification with a minimum of one (1) successful higher education school year (2 semesters or 3 quarters) and up to five (5) years of college level course work. Preference for majors related to education or closely related field. No prior work experience is required although documentation of previous paid and/or unpaid work experiences is desirable. Preference for individuals comfortable with public speaking, working cooperatively with others, good organizational skills, and good time management. Must be able to pass a criminal background check. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 8)

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **BUS OPERATOR [HR-24-115] (On-Call/Kamiah).** To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a high school diploma or 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-24-116] (On-Call/Lapwai).** To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a high school diploma or 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: **BUS OPERATOR/DISPATCHER [HR-24-117] (Full-Time/Lapwai).** To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires an Idaho Commercial Driver's License (Class C CDL) to include passenger endorsement. No DWI or Moving Violations in the past five (5) years; and not more than three (3) moving violations convictions within the last thirty-six (36) months. Must pass the Department of Transportation (DOT) physical (medical) exam which includes a drug screen in order to operate Appaloosa Express vehicles. Requires five (5) years' experience in the operation of a motor vehicle. One (1) year experience operating a commercial motor vehicle and one year in a customer environment preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-



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

Extended: The Nez Perce Tribe Department of Fisheries Resources Management Production Division is recruiting for: **ADMINISTRATIVE SPECIALIST III [HR-24-119] (Full-time/Lapwai)** Will provide administrative support to the division director, deputy director, and division project leaders. In addition, this position also serves as the Acting Fisheries Department Administrative Assistant in their absence. Responsibilities include: preparation of NPTEC and subcommittee packets, computer hardware and software skills; office equipment management; 50 WPM key board skill; establishment and maintenance of division project files; preparation of correspondence, memos, schedules, documents and reports utilizing computer software applications; and performance of routine clerical tasks, such as processing and delivery of incoming and outgoing mail, data entry, filing, faxing, photocopying, and processing purchase orders and payments. This position will work closely with department and field office support staff. Requires two years of college education, or vocational technical degree, with emphasis in administrative skills Business, or a closely related field. Requires the ability to obtain Notary Public Certification. Requires two (2) years, tribal government preferred. Class Description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other states where you have been licensed to drive within the last three (3) years. **This position closes 3/15/24. (Grade 13)**

Extended: The Nez Perce Tribe Education Department Career Center is recruiting for: **CAREER COACH [HR-24-121] (Full-time/Lapwai)**. Provide support, recruitment and retention services to students pursuing a career pathway plan using the array of education, training and employment services offered by the Career Center. The position is supervised by the Career Center Director. Responsible for planning, implementing, and executing employability development plans in accordance to approved tribal policy and procedures. Requires a Liberal Arts bachelor's degree. Requires two (2) years' experience to create visual presentations using desktop publishing and social media platforms; working with American Indian and Native American population; familiarity of the local labor market, and local agency/resources for wrap around services for secondary and postsecondary students and/or job seekers. Please provide an unofficial college transcript. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 4/5/24. (Grade 17)**

The Nez Perce Tribe Department of Natural Resources Water Resources Division is recruiting for: **WATER RESOURCES TECHNICIAN II [HR-24-124] (Full-time/Lapwai)**. Work for the Water Resources Division whose mission is to improve water quality on the Nez Perce Tribe Reservation. The successful applicant will join a professional and experienced team working to restore and enhance streams and wetlands, while monitoring water quality for the Tribe. Primary duties include maintaining accurate records of work activities and information gathered for program reporting requirements; implementing best management practices, including road improvement or obliteration, culvert replacements, fence building, installing off-site water structures, noxious weed control, riparian planting, restoration site maintenance, and stream health surveys; operating power equipment; using GPS devices; implementing water quality and riparian monitoring projects; conducting investigations of water quality complaints; maintaining and/or building trails, bridges, and other structures; and performing other duties as assigned. Requires the ability to be self-motivated; problem-solving skills and the use of mathematics involving algebra and descriptive statistics; basic computer skills including familiarity with Microsoft Word and Excel; and competence using powered tools. The incumbent must be in good physical condition and be able to lift up to 50 pounds on a recurring basis, hike over various terrain, and wade in wetlands and streams. Requires two years of college (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 of 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 Driver's License and ability to be insured under the Nez Perce Tribe 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) (wage range \$19.54 and up with generous benefits package).**

The Nez Perce Tribe Gaming Commission is recruiting for: **CHIEF COMPLIANCE OFFICER [HR-24-126] (Full-time/Lewis-ton)**. The purpose of this position is to help ensure the tribal gaming commission office trains, assists, and enforces compliance of tribal gaming rules and regulations, and laws including internal controls, the Class III Gaming Compact between the Tribe and the State of Idaho, and applicable federal Indian gaming laws, rules, and regulations. Supervised by the Gaming Commission Director and will oversee and supervise internal auditor and other positions under the compliance program. Requires a bachelor's degree in finance, business, or accounting from an accredited institution. Must be able to secure gaming license within first three (3) months of employment. CPA certified preferred. Requires one (1) year supervisory experience. Experience in auditing for at least one (1) of the following: accounting, compliance, or policy and regulations required. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 3/15/24. (Grade 18)**

The Nez Perce Tribe Finance Department is recruiting for: **SENIOR STAFF ACCOUNTANT [HR-24-127] (Full-time/Lapwai)**. To provide professional-level accounting and technical support for the overall operations, activities, internal controls, and reporting required by the tribal government Finance Department. Works within general supervision and outlines of work to be performed and will develop specific work methods and sequences under the direct supervision of the Finance Manager. Requires at least three (3) years of experience in a similar professional role, and will provide guidance and cross-training with various department team members. May eventually supervise entry level Staff Accountant or other personnel. Requires a bachelor's degree in accounting or Finance/Business Administration (with a minor in Accounting). Three (3) years of directly related, progressive experience in a professional level Accounting position, may substitute for each year of college. Requires three (3) years professional level Accounting experience. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 3/15/24. (Grade 20)**

The Nez Perce Tribe Finance Department is recruiting for: **PAYROLL SPECIALIST I [HR-24-128] (Full-time/Lapwai)**. To maintain accurate payroll records. Responsible for processing weekly and/or miscellaneous payroll and assisting with bi-weekly payroll, data entry, document preparation, and excellent customer service. Works according to set procedures under the supervision of the Payroll Supervisor. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one-year of college education. Requires three (3) years of related experience to project needs. 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 Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 3/15/24. (Grade 13)**

The Nez Perce Tribe Human Resources Department is recruiting for: **ADMINISTRATIVE SPECIALIST II [HR-24-129] (Full-time/Lapwai)**. To provide administrative support services and professional expertise with customer service-oriented approach for a management level office. To provide general reception services, professionally handles incoming request from staff and guests; continuously evaluates and identifies opportunities to improve processes that positively impact the guest's experience. Provide general data processing including data entry, filing and/or developing filing system, and assists in providing information. Must maintain confidentiality and be able to handle stressful situations. This class is supervised by the HR Generalist. Requires two (2) years of college education, or technical level training with emphasis in administrative skill, business, or closely related field. Three (3) years of relevant experience is equivalent to one (1) year college. Requires one (1) year experience in office administration, tribal government preferred. Requires a Notary Public 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. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a



current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 3/15/24. (Grade 11)**

The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **COOK [HR-24-130] (Full-time/Lapwai)**. To ensure quality service and planning of meals which meet the children's nutritional needs in a Head Start, Early Head Start, and CCDF setting and that complies with tribal, federal, state, CACFP, and local regulations. Requires high school diploma, GED or specialized vocational training, and three (3) months experience in volume food preparation and cooking; to include cycle menu planning, purchasing and inventory, record-keeping, food demonstration, and ability to communicate effectively and teach in the classroom and parent and staff training. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Incumbent shall obtain Food Handler's card within ninety (90) days of hire. Requires background check, physical exam, and TB test prior to appointment. Must obtain CPR and First Aid Certification within ninety (90) days from date 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 Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 3/15/24. (Grade 5)**

The Department of Fisheries Resources Management is recruiting for: **FISHERIES RESEARCH EVALUATIONS BIOLOGIST I (S) [HR-24-131] (Full-time/Orofino)** Position(s), based out of Orofino, ID. Duties include, coordinating field operations, data management, maintaining field sites and equipment, operating adult and juvenile traps, weirs, seining, telemetry, remote monitoring, operating boats, lab work, and other duties as assigned. Must be mechanically inclined, demonstrate excellent written and verbal communication skills, and possess skills with spreadsheets, databases, and analysis software. Will assist in the data field compilation, analysis and written presentation of fisheries information. Will lead, train, and supervise field crews (as needed) in collection and QA/QC of environmental and fish data. Requires bachelor's degree in related field. Experience does not substitute for degree. Technical experience in related field preferred; demonstrated leadership experience preferred. Please provide your college transcript, cover letter, resume, and three (3) letters of reference along 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 a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes on 3/22/24. (Grade 17)** Pay starting at \$25.98/hr. and up DOE.

The Nez Perce Tribe Department of Water Resources is recruiting for: **UTILITIES ACCOUNTANT [HR-24-132] (Full-time/Spaulding, ID)**. Treatment Facility located at Spaulding, ID. To assist the Nez Perce Tribe's Department of Natural Resource (DNR), Water Resource Division - Utilities Program. The position oversees all facets of Utilities database and office organization. Will be responsible for maintaining utility customer data, office organization, coordination, and budget management. The Water Resource Division – Utilities Program consists of six (6) main projects: Lapwai Water, Kamiah Water, Lapwai Wastewater Collection, East Kamiah Sewer Interceptor, North Lapwai Wastewater Collection, and Lapwai Valley Wastewater Treatment Plant. Requires bachelor's degree in related field. Related field and/or course work requirements defined in Job Expectations. Experience does not substitute for degree. Technical experience in related field preferred; demonstrated leadership experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position closes 3/22/24. (Grade 17)**



SUMMER STUDENT INTERNSHIPS

Check back regularly for up-to-date information...

The Nez Perce Tribe Department of Natural Resources/Horse Program is recruiting for: **THREE (3) AIDE I - INTERN(S) [HR-24-122]**. Students will be placed at the Sweetwater arena where they will be learning horsemanship skills, as well as the Nez Perce Horse Culture. Requirements: Nez Perce Tribal preference will apply, with a minimum age of fourteen (14) years and older, this includes incoming high school student's grades 9th-12, and recent graduates of high school, who are not currently enrolled in college. Student must maintain a minimum overall GPA of 2.0. A complete application packet includes: Cover letter explaining how this internship is relevant to education goals, Nez Perce Tribe application, and two (2) letters of references. Student must submit complete cumulative transcripts (grades). The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **Positions are open until filled. (Grade 5)**

The Nez Perce Tribe Department of Natural Resources/Horse Program is recruiting for: **AIDE II - COLLEGE INTERN [HR-24-123]**. To learn the art of good horsemanship, sound management practices and economic opportunities through the school year. **Requirements:** Nez Perce Tribal preference will apply, high school diploma/GED, minimum age of 18 years. Must be an enrolled college student in good academic standing. Student must maintain a minimum overall GPA of 2.0. A complete application packet includes: Cover letter explaining how this internship is relevant to education goals, Nez Perce Tribe application, and two (2) letters of references. Student must submit complete cumulative transcripts (grades). 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 7)**

The Nez Perce Tribe Department Office of Legal Counsel is recruiting for: **LEGAL INTERN HR-24-125**. The Office of Legal Counsel is the Attorney General for the Nez Perce Tribe, headquartered in Lapwai, Idaho. There are five attorneys in the Office of Legal Counsel along with three support staff. **We are currently seeking a legal intern for Summer 2024.** This will be an opportunity to assist attorneys with practicing in areas such as: land, water rights, and personnel matters, and other areas related to representing an Indian tribal government. The ideal candidate will have the flexibility to take novel assignments; to delve deeply into unfamiliar areas of law; and to assist attorneys in responding to the panoply of legal issues that require prompt and accurate analysis on a day-to-day basis. Requirements: Nez Perce Tribal preference will apply, high school diploma/GED, minimum age of 18 years. Must be an enrolled college student in good academic standing. Student must maintain a minimum overall GPA of 2.0. A complete application packet includes: Cover letter explaining how this internship is relevant to education goals, Nez Perce Tribe application, and two (2) letters of references. Student must submit complete cumulative transcripts (grades). The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. A valid driver's license with the ability to be insured under the Tribe's policy preferred. **Closing date 4/1/24. (Grade 17)**

Complete applications may be mailed, emailed; Teamhr@nezperce.org, or faxed to: Human Resources Office, Nez Perce Tribe, P.O. Box 365, Lapwai, ID 83540, Phone: (208) 843-7332, Fax (208) 843-7414.

Open to All qualified (In-House & General Public) for the following positions:

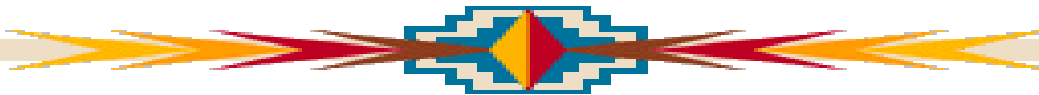
The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-21-175] (Full-time/Lapwai)**. August through May (nine (9) months), thirty-two (32) hrs. per week, Monday through Thursday. To assist the program as 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 or 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)

Extended: The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **PROFESSIONAL III/ 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)

REVISED: The Nez Perce Tribe Dept. of Natural Resources/Water Resources Division is recruit for: **PROFESSIONAL II/BROWNFIELDS TRIBAL RESPONSE PROGRAM COORDINATOR [HR-23-140] (Full-time/Lapwai).** **Salary: \$59,571 - \$67, 704 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.

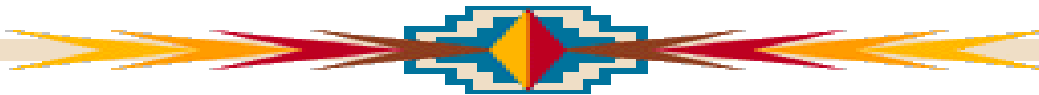


Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 19)

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 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

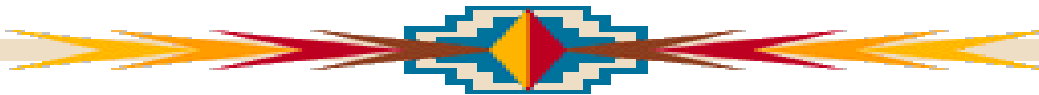


school diploma or GED. Requires a Commercial Driver's License (CDL). Requires 3 - 6 months experience. Requires CPR and First Aid Certification within 30 days of hire. Requires criminal background/fingerprint check, DOT physical exam, and TB test prior to appointment. Class/job description available 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)**

REVISED (F/T TO P/T): The Nez Perce Tribe Boys & Girls Club is recruiting for: **MEMBERSHIP SERVICES DIRECTOR [HR-23-168] (Part-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 or GED. Prefer experience working with youth. Must pass a criminal background check. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 9/Step1)**

The Nez Perce Tribe Students for Success Program is recruiting for: **PROJECT COORDINATOR [HR-23-189] (Full-time/Lapwai).** Position may continue beyond one (1) year contingent on funding. Position may drop to part time (29 hours or less) depending on funding. Will report directly to the Students for Success Director. Responsibility to deliver reservation-wide outreach. Requires excellent organizational and multi-tasking skills to oversee and implement grant initiatives. Responsible for supervision of project staff, project activity planning, monitoring and evaluation. Must have excellent writing and oral communication skills, highly motivated and have the ability to work independently and cooperatively with others. Requires two (2) years of college education (48 credits), three (3) years of relevant job experience may be substituted for each year of required college education. Requires (3) years of prevention and program/grants administration experience, and one (1) year supervisory experience. Experience working with Native American students and families is preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 14)**

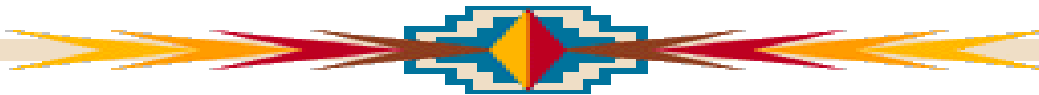


The Nez Perce Tribe Department of Social Services/Indian Child Welfare is recruiting for: **'init' 'HOME" YOUTH MENTOR [HR-23-194] (Full-time/Lapwai)**. The purpose of this class is to provide 24-hour care of clients in the sober living home and in-house activities, as well as to provide mentorship to resident youth clients 14-18 years of age. Provide support and coordination of services in partnership with appropriate agencies and partners. Addressing the needs of youth clients utilizing cultural knowledge, and values to ensure holistic recovery support in aftercare treatment. Requires working evenings, weekends, holiday and residing in the home when on duty. This position is under the direct supervision of the Init "Home" Coordinator. Requires one (1) year of experience dealing with children/youth in group environments. Requires a high school diploma or GED. Must obtain CPR and First Aid, and Food Handlers certification within 30 days of hire. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. The qualified applicant must be drug free and free from physical conditions, which might adversely affect performance as a youth care provider. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 10)**

The Nez Perce Tribe Education Department Career Center is recruiting for: **INSTRUCTOR I [HR-23-198] (Part-time/Lapwai/Orofino and Kamiah)**. The primary responsibility is a commitment to student success to attain high school equivalency using a General Education Development (GED) program. The instructor will teach using a variety of methods, synchronous and asynchronous, to students with varying levels of basic skills. The position is part-time using a flexible schedule not to exceed 29 hours per week. The duty station is Lapwai, Idaho or Kamiah, Idaho. A Bachelor's degree in education or related field is required; a secondary teaching certification and emphasis in special education is desirable. A minimum of two years' experience teaching developmental reading, writing and math courses is required. The Career Center interest is to hire up to two instructors to serve a student(s) in a designated tribal office location at Lapwai, Orofino and/or Kamiah. Please submit resume, unofficial college transcript, and your educator certification with your NPT application. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, preemployment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide an unofficial college transcript and educator certification; and 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 16)**

The Nez Perce Tribal Department of Fisheries Resources Management Division is recruiting for: **TECHNICIAN IV – ELECTRICIAN [HR-23-204] (Full-time/Dworshak Fish Hatchery)**. Responsibilities include hatchery electrical maintenance and repair. Minimum qualifications: Licensed journeyman electrician with two (2) years of college education (48 credits) and/or journeyman rating or certification with six years (6) experience, experience with 3-phase high voltage electrical systems and instrumentation; additional experience with pumps, motors, chillers, meters, man-lifts, hoists, fork-lifts, trucks and construction equipment is beneficial. Three (3) years of relevant experience is equivalent to one (1) year of college. Requires two (2) years of related experience to project needs and a minimum of one (1) year of supervisory experience (will accept Certification or Journeyman rating in lieu of supervision experience). Knowledge and experience with fish hatchery operations and techniques is desired. Must have excellent communication skills, both oral and written, computer record keeping, and written reports are useful. Must be highly motivated and the ability to work cooperatively with others or independently. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 15)**

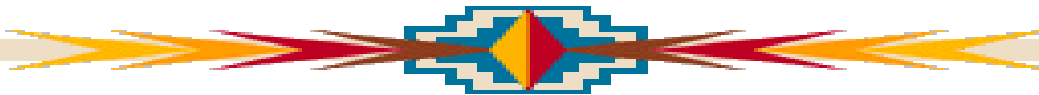
The Nez Perce Tribe Department of Natural Resources/Wildlife Division is recruiting for: **PROFESSIONAL II WILDLIFE BIOLOGIST[HR-23-205] (Full-time/Lapwai)**. The successful applicant will join a professional and experienced team working to restore, perpetuate, enhance, and manage the wildlife and rare plant resources of the Tribe.



Tasks associated with this position are focused on the enhancement, restoration, and protection of wildlife under the Tribe's treaty-reserved rights. Primary duties include developing and implementing wildlife monitoring, management, and recovery efforts; participating in resource planning and recovery efforts; developing and administering grants; reviewing local and regional resource management proposals; developing technical assessments, comments, and recommendations; representing the Division's technical interests to internal and external partners; maintaining, analyzing, and summarizing technical and geospatial data; maintaining and enhancing knowledge of relevant laws and regulations; and conducting education and outreach efforts. Requires a bachelor's degree (master's preferred) in related field and/or course work requirements defined in job expectations. Requires three (3) years of professional experience or one (1) year professional experience with a 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 Driver's License and ability to be insured under the Nez Perce Tribe 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: **POLICE OFFICER (ENTRY LEVEL) [HR-23-206]** full-time regular. To protect and serve the people of the Nez Perce Tribe. Responsible for enforcement of tribal, city, state, and federal laws, ordinances, codes, and regulations for assigned area of responsibility. Works within a general outline of work to be performed; develops work methods and sequences under general supervision. Must reside within a thirty (30) mile radius of assigned workplace and response from residence to the Nez Perce Indian Reservation within thirty (30) minutes of notification when on-call or recalled to duty for emergencies and manning shortfalls. Requires a high school diploma or equivalent college level education preferred. Requires proof of U.S. citizenship. Entry level officer must be at least twenty-one (21) years of age. The selected candidate must successfully complete an honesty interview and polygraph, physical test, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to hire and to retain employment. The candidate must enter into a contract with the Tribe to work for four (4) consecutive years from date of hire. Must not have a dishonorable, bad conduct or discharge other than honorable from the military service. Requires a positive work history that reflects strong work ethic, good character and a willingness to learn and follow instruction. Successful applicants will be placed on a one (1) year probationary period to be completed before permanent assignment. NPT Police Department application forms are available at the NPT Human Resources Department. Class/job description available at the NPT Human Resources Department. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 21/\$31.71)**

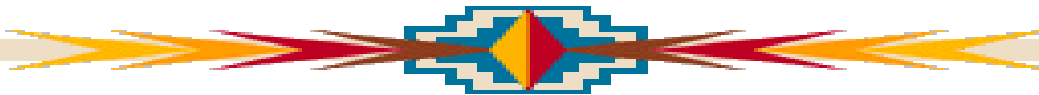
The Department of Fisheries Resource Management/Research Division is recruiting for: **FISHERIES TECHNICIAN(S) I [HR-24-102]**. Start your Fisheries Career NOW! !! Come and work for the Nez Perce Tribe Fisheries Resources Management Department. Current openings for multiple positions are now open and 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 2024 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 or GED. General work experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. 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. **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-24-103]**. 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 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. **These positions open until filled.** (Grade 11) (wage range \$19.54 and up).

The Nez Perce Tribe Social Services Department is recruiting for: **ICW-RESOURCE CASEWORKER II [HR-24-107] (Full-time/Lapwai)**. To provide supervision of staff as assigned; ensure direct care and case management services to clients. This class is responsible for client case management and reporting. Works within a general outline of work to be performed, developing work methods and 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 the boundaries of the Nez Perce Indian Reservation, family preservation and brokering resources to the children and their families. Responsible for considerable knowledge of the laws governing child protection including Nez Perce Tribal Code and the Indian Child Welfare Act. Requires a bachelor's degree in any human services fields, social work, sociology, psychology etc. or closely related field. Pass criminal background check. Requires two (2) years' experience in human service work or working with children and families. Experience working in a Tribal community preferred. Demonstrated leadership experience preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 17)

The Nez Perce Tribe Police Department is recruiting for: **CORRECTIONS OFFICER(S) (HR-24-108] (Full-time Lapwai)**. To provide direct supervision and oversight of inmates housed at the Nez Perce Tribal Department of Corrections Facility. Responsible for daily operations, including but not limited to; feeding inmates, ensuring medications are correctly administered, hourly checks are performed and ensuring peace and public order are maintained in a secured well-regulated correctional facility. Will assist in ensuring the facility will meet and/or exceed the applicable standards set forth including the adherence to all fire and safety codes. This is a sworn position under the supervision of the Corrections Sergeant Commander. Requires a high diploma or GED. Must be a minimum of eighteen (18) years of age at the time of appointment. Requires the completion of; Peace Officers Standards and Training (POST), or Federal Law Enforcement Center (FLETC), or Indian Police Academy (IPA) training and certification within one (1) calendar year of hire date. Must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and complete a complete background investigation prior to and to retain employment. Must enter a contract with the Nez Perce Tribe to work for four (4) consecutive years from the date of hire. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 12)



The Nez Perce Tribe Department of Natural Resources/Wildlife Division is recruiting for: **PROFESSIONAL III/WILDLIFE MITIGATION PROJECT LEADER [HR-24-109] (Full-time/Lapwai)**. This position is tasked with the management and implementation of the Dworshak Wildlife Mitigation Project as implemented by the Nez Perce Tribe and the Nez Perce Tribe's responsibilities within the Craig Mountain Harvest Management Agreement, as well as other duties as assigned. Requires Bachelor's degree in related field (Master's preferred). Related field and/or coarse work requirements defined in job expectations. Requires three (3) years related professional level experience (one (1) year with Master's degree), and two (2) years of 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 20)**

The Nez Perce Tribe Department of Natural Resources/Wildlife Division is recruiting for: **PROFESSIONAL I/FIELD BOTANIST [HR-24-110] (Full-time/Lapwai)**. To assist the Nez Perce Tribe's Precious Lands Project to assess and document botanical resources. This position is field intensive working a four (4) day, ten (10) hour schedule. To plan and conduct rare plant surveys, delineate, and map plant communities, monitor noxious weed control efforts, collect and identify herbarium specimens, monitor vegetation plots, collect native seed for propagation, utilize GPA and GIS technology to map plant populations, prepare write and oral reports, and provide supervision of file personnel. Requires Bachelor's degree in related field. Related field and/or course work requirements defined in job expectations. Technical experience in related field preferred; demonstrated leadership experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 17)**

The Nez Perce Tribe Dept. of Natural Resources/Water Resources Division is recruit for: **WATER RIGHTS TECHNICIAN II [HR-24-120] (Full-time/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 and recording instream flow rates, recording staff gage readings, collecting data from streamflow gaging stations, recording observations of the stream conditions and surrounding habitat, marking GPS waypoints, calibrating/operating field equipment, and entering/compiling data. 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 and Water Rights Analyst but may also work independently while in the field. Experience in the outdoors is preferred. Specific training will be provided. 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 (60 months leadership experience. Class Description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other states where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 11)**

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

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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

- **White House Council on Native Affairs (WHCNAA) is recruiting for: Biologist, Program Coordinator (Victim Assistance), Program Manager (Environmental Science), Grant Management Specialist (Tribal Affairs Division), Internships, Tribal Partnerships Manager, Tribal Legal Fellow.** For more information and how to apply go to www.usajobs.com. **Closing dates vary with positions.**
- **Bureau of Justice Assistance/US Dept. of Justice is recruiting for: Grants Management Specialist (Behavioral Health Data), Grants Management Specialist (Law Enforcement), Grants Management Specialist Tribal Justice/Problem Solving Courts, Supervisory Grants Management Specialist (Law Enforcement Innovation and Crime Reduction).** For more information and how to apply for the positions go to www.usajobs.com. **Open until filled.**
- **Office of Indian Education is recruiting for: Internship Data Analysts.** Our Data Interns will compile and analyze publicly available data to inform the creation of a strategic outreach plan to expand access and opportunity to funding and national activities. Specific topics for analysis may include the geographic locations of grantees, distribution of programs, resources in our Native American Language Resource Center (NALRC), identifying gaps in access and opportunity, and enriching our existing knowledge with information from external sources. The interns will conduct research and utilize data analysis to draft a strategic outreach plan to address identified inequities. The Data Interns will present their findings and suggested plan to the Office of Indian Education. For more information and how to apply go to <https://openopps.usajobs.gov/internships/6819>. **Open until filled.**
- **Hewlett-Packard (HP) is recruiting for a Product Marketing Internship which they would enjoy fulfilling with a great candidate from the tribal community.** For further information and how to apply go to <https://jobs.hp.com/jobdetails/19060640/2024-summer-product-marketing-internship-vancouver-wa/>. **Open until filled.**
- **Nimiipuu Fund is recruiting for: Loan Officer.** Responsible for underwriting, originating, closing, and monitoring the portfolio of loans for NCDF CDFI, a private, non-profit, community development financial institution serving the tribal citizens of the Nez Perce Reservation and community members in areas of Idaho, Oregon, and Washington. The Loan Officer's tasks are undertaken to meet loan production goals, satisfy lending and portfolio management policies, and minimize legal and financial risk to the organization. The position works closely with the Executive Director, Financial Services Consultant, the Loan Committee, and outside lenders or service providers in support of NCDFs CDFI mission, operations, and growth potential. Bachelor's Degree preferred and 1 to 3 years of experience in business, finance, banking, and/or lending that demonstrates a track record of relationship development and management. Salary will commensurate with applicant's experience and educational background. For more information, please contact Jonelle Yearout, Executive Director at jonelle@nimiipuufund.org. **Open until filled.**
- **Confederated Tribes of the Umatilla Indian Reservation (CUTIR) is recruiting for: Human Resources Information System (HRIS) Specialist, HR Training Coordinator, Forestry Technician-Fuels Crew, Entry Level**



Wildland Firefighter/Firefighter Type 2, Advanced Wildland Firefighter, Family Resource Placement Specialist, Secretary II, Indian Child Welfare Act Specialist, Land & Farm Laborer, Archaeologist I/II, Field Archaeologist, Environmental Toxicologist, Fisheries Habitat Biologist II – Tucannon Habitat Project, Fish Habitat Technician I/II Grande Ronde Fish Habitat Project, Fish Habitat Technician II/III Grande Ronde Fish Habitat Project, Fish Passage Specialist, Forester, Early Childhood service Program Manager, Indian Education Coordinator, Nixyaawii Education Center (NEC) Cook, Preschool Educator II, Public Transit Operations Supervisor, Violence Prevention Specialist, Communication Officer/Dispatcher, Firefighter/EMT-Basic-EMT-Advanced- EMT-Intermediate, Police Officer, Construction & Maintenance Technician, Utility Operator I, Custodian, Surveillance Operator, Drone Project Facilitator. For more information and how to apply go to <https://ctuir.org>. **Closing dates vary with positions.**

- **Idaho Department of Labor Lewiston, ID is recruiting for: Senior Retail Sales Associate (#JC256147272), Caregiver/CNA (#2176762), Truck Driver-Residuals (#2176079), Janitorial/Custodian (#2175401), Dayshift Caregiver (#2175542), Cook/Senior-DJC (#JC256306035), Universal Banker (#2175161), Maintenance Technician (#JC256190830), Patient Care Technician (#2175534), Boat Operator (#JC256349166). Orofino: Cadre Team Leader-IDYCA (#JC256437279), Registered Nurse Senior-SHA (#JC254223960), Housekeeper (#JC256217755), Staff Person (#2176745), Assistant Area Fire Warden (#2175422), Applications Analyst II (#2144183).** For more information and how to apply go to <https://idahoworks.gov>. **Closing dates vary with positions.**
- **Nez Perce County is recruiting for: Emergency Management Coordinator, Emergency Communications 9-1-1 Coordinator, Mechanic/Heavy Equipment Operator, Extra Help P/T Juvenile Detention Support Technician.** The advertisements will remain open until filled. For more information and how to apply go to www.co.nezperce.id.us/Departments/Personnel. EOE and accords preference to qualifying veterans.
- **Lapwai School District is recruiting for: Middle/High School Secretary, Maintenance Supervisor, Transportation Supervisor, High School Girls Assistant Softball Coach, High School Varsity Volleyball Coach, High School Junior Varsity Volleyball Coach, Middle School Assistant Wrestling Coach, Substitute Teachers, Bus Drivers, Custodians, 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.**
- **Blue Mountain Land Trust is recruiting for: Stewardship & Restoration Manager, Stewardship Associate, Development Director, Trail Crew Leader (seasonal).** Protecting the land you love. Forever. Blue Mountain Land Trust (BMLT) is a nationally accredited land trust working in southeastern Washington and Eastern Oregon. Our mission is to protect the scenic, natural, and working lands of the Blue Mountain region through conservation and stewardship and connect communities to nature through education and recreation. Our team is passionate, collaborative, curious, and committed to conserving clean water, open spaces, vital habitat, healthy soils, and livelihoods for agricultural communities across the region. For more information and how to apply for positions go to <https://bmlt.org/careers>. **Positions are open until filled.**
- **Oregon Department of Veterans' Affairs (ODVA) is recruiting for: Incarcerated Veteran Coordinator/Program Analyst 2, and an Incarcerated Veteran Coordinator.** For more information and how to apply for the positions go https://oregon.wd5.myworkdayjobs.com/SOR_External_Career_Site/job/Salem--ODVA/Incarcerated-Veteran-Coordinator-Program-Analyst-2_REQ-150023. **These positions are open until filled.**



- **AVISTA is recruiting for: Natural Resource Technician, High School Craft Student (Multiple positions and locations), Construction Service Technician, Executive Administrative Assistant, Substation Apparatus Engineer, Buyer/Purchasing Agent, Journeyman Protection Control Meter Technician, Journeyman Lineman, Line Foreman.** For more information and how to apply go to www.myavista.com/about-us/working-at-avista.
- **The Nez Perce Tribal Housing Authority aims to provide opportunities and resources to assist the housing needs of Nez Perce tribal members. Come work with a friendly and supportive team that is truly dedicated to our clients and the services we provide. We offer an excellent benefits package (for full-time employees). Tribal & Indian Preference will apply. NPTHA is accepting applications for the following position:**

EXECUTIVE DIRECTOR		
A team leader committed to the improvement of housing conditions on the Nez Perce Indian Reservation and will plan, organize, staff, direct, and be responsible for all NPTHA programs and operations in accordance with Tribal, Federal and other applicable rules, regulations and policies.		
Preferred: Direct experience in public/Indian housing management, mortgage financing and underwriting, and administration of Low-Income Housing Tax Credits. Salary: DOE Please submit a completed NPTHA job application and three (3) letters of references from business associates. For all email and mail inquiries, please subject or label as ATTN: ED Recruitment. Position Open Until Filled		
Requirements:	5 years of skills and experience in:	Excellence in the following skills:
-Public Administration, Business or Related Bachelor's Degree or -	-Upper-Level Management	-Written and Verbal Communication
Public Administration, Business or Related Associate's Degree with 3	-Residential Housing Development/Rehabilitation	-Computer Software & Applications
years Housing Management Experience	-Federal Grants Management	-Time Management
-Valid Driver's License w/Insurable Driving Record	-Procurement & Contract Management	-Leadership and Teamwork
Preferred: Direct experience in public/Indian housing management, mortgage financing and underwriting, and administration of Low-Income Housing Tax Credits. Salary: DOE Please submit a completed NPTHA job application and three (3) letters of references from business associates. For all email and mail inquiries, please subject or label as ATTN: ED Recruitment. Position Open Until Filled		

LIVE FLAGGING CLASS

DATE: 03/16/2024 TIME: 9 am-1 pm

PLACE: Sacred Heart Catholic Church

Dining Hall 203 East Birch Ave Lapwai, ID



CLASS SIZE: 12 People Max

- 1) Must be a current TERO/TYAP client or you can sign up**
- 2) Must be 18 to test for the flagging card**
- 3) Start working as a flagger with NWTC or Traffic Corp. 😊**

***FOR MORE INFORMATION ON THIS CLASS OR TO SIGN UP TO-
DAY CALL THE NPT TERO PROGRAM (208) 621-4856***

Or you can email

The TERO Client Advocate

laatisl@nezperce.org





JOIN OUR FACULTY

ASSISTANT PROFESSOR OF
LAND-BASED STEM EDUCATION

The University of Idaho McCall Field Campus, College of Natural Resources, and College of Education, Health and Human Sciences invite applications for a nine-month tenure track assistant professor in Land-based and place-based STEM pedagogy, working in partnership with communities and graduate students towards reciprocal relationships between people, land, and water.



The mission of the McCall Field Campus is to work towards reciprocal relationships between people, land and water, by partnering with communities on innovative research and transformative learning experiences.



University of Idaho
College of Education,
Health and Human Sciences



University of Idaho
College of Natural Resources

For More Information:

Contact Karla Eitel
Director, McCall Field Campus
email: keitel@uidaho.edu
www: uidaho.edu/moss

learn more and
apply here



It is U of I policy to prohibit and eliminate discrimination on the basis of race, color, national origin, religion, sex, sexual orientation and gender identity/expression, age, disability, or status as a Vietnam-era veteran. This policy applies to all programs, services, and facilities, and includes, but is not limited to, applications, admissions, access to programs and services, and employment. The McCall Field Campus is located on the homelands of the Nimiipu (Nez Perce). We extend gratitude to the indigenous people that call this place home, since time immemorial. UI recognizes that it is our academic responsibility to build relationships with the indigenous people to ensure integrity of tribal voices (<https://www.uidaho.edu/president/direct-reports/tribal-relations>).



HL7N

Job Spotlight!



Research & Training Coordinator

Minimum Requirements:

- ✓ Associate or Bachelor Degree in related field required; OR
- ✓ 5-7 years of advanced professional training experience on topics of concern for mental health field and/or Native American culture.
- ✓ Demonstrated training/group facilitation skills.
- ✓ \$25.61 to \$34.36 p/hour DOE/DOQ

MORE INFO & TO APPLY:



www.healinglodge.org



Job Vacancies in the Northern Region

See below for information on current jobs being advertised now on www.usajobs.gov , hiring event windows, jobs being outreached, and how to get help! This email is current as of today.

Try Out This Interactive Tool - Includes Both Pre-advertised (Outreach) & Advertised Jobs

Click this link: <https://experience.arcgis.com/experience/30776d8798da41e3bd793a6aec4b6e1> to go check out this website with a tool you can use to search for jobs of interest to you. The opportunities listed will include those that are being outreached which means they are in the pre-advertisement phase where we are interested in hearing from applicants so we can determine how best to advertise the job. This is a good time for you to respond to the hiring manager listed in the outreach, learn more about this location/job, and find out when it may be advertised.

This tool also includes those jobs that are currently advertised on www.usajobs.gov. This website is the only place where you can apply for jobs with the Forest Service. You'll need to create a profile first and then upload the necessary documents to apply.

Entry Level Fire Hire Event - Happening NOW!

Region 1 of the Forest Service (North Idaho, Montana, parts of the Dakotas) will be filling PERMANENT wildland firefighters (engine and hand crew) at the GS-3/4 level with full performance potential to a GS-5. Announcement # in www.usajobs.gov is 24-FIRE-R1RE-FFTR-34DH and these will be open **March 4-15, 2024**

Region 1 Jobs Advertising On www.USAJobs.gov:



Use www.usajobs.gov to find these positions if they aren't linked. The list below often includes the positions currently advertised, to be advertised within the next week and not yet on the site as of today, as well as those a week out from advertisement.

No new positions this week in Region 1

Open and Continuous Job Announcements

The following are open and continuous announcements which are job advertisements that are open for long periods of time and include almost every duty station in the Forest Service Nationwide. These open and continuous announcements provide the Forest Service with a readily available source of applicants when vacancies occur. Eligibility and qualifications will be verified when there is a vacancy for the location and grade for which you applied. Applications will expire every 90 days. To remain active for consideration, applicants must resubmit their application. Information on specific locations where jobs are being filled and the dates when applications are due for these locations can be found at <https://fsoutreach.gdcii.com/Outreach> Or see the list below.

[Civil Engineer GS-9](#) [Civil Engineer GS-9/11](#) [Civil Engineer GS-11/12](#) [Supervisory Civil Engineer GS-12](#) [Engineering Technician GS-8/9](#) [Engineering Technician GS-10/11](#) [Maintenance Worker WG-5](#) [Maintenance Worker WG-7](#) [Maintenance Worker WG-8](#) [Engineering Equipment Operator Supervisor WS-10](#) [Engineering Equipment Operator WL-10](#) [Engineering Equipment Operator WG-10](#) [Engineering Equipment Operator WG-8](#) [Engineering Equipment Operator Helper WG-5](#) [Administrative Operations Specialist GS-11/12](#) [Administrative Operations Specialist GS-12](#) [Recreation Management Specialist GS-7/9](#) [Recreation Management Specialist GS-9/11](#) [Forester GS-7/9](#) [Forester GS-9/11](#) [Forester GS-11/2](#) [Forester GS-9/11](#) [Forester GS-11/12 \(Silviculture\)](#) [Forestry Technician \(Timber Sale Prep\) GS-6/7](#) [Forestry Technician \(Timber Sale Administration\) GS-8/9/10](#) [Administrative Support Assistant GS-5/6](#) [Administrative Support Assistant GS-6/7](#) [Wildlife Biologist GS-7/9](#) [Wildlife Biologist GS-9/11](#) [Public Affairs Specialist GS-11](#) [Public Affairs Specialist GS-11/12](#) [Customer Service Representative GS-4/5](#) [Visitor Services Information Assistant GS-4/5](#) [Visitor Services Information Assistant GS-5/6](#) [Support Services Specialist GS-6/7](#) [Support Services Specialist GS-7/8](#) [Archeologist GS-7/9](#) [Archeologist GS-9/11](#) [Interdisciplinary Scientist GS-7/9](#) [Interdisciplinary Scientist GS-9/11](#) [Landscape Architect GS-9/11/12](#) [District Ranger GS-12/13](#) [Deputy District Ranger GS-12](#) [Cook Supervisor WS-6](#) [Social Services Assistant GS-5](#) [Lead Social Services Assistant GS-7](#) [Lead Social Services Assistant GS-6/7](#) [Airplane Pilot GS-9/11/12](#) [Social Worker/Guidance Counselor GS-9](#) [Teacher GS-9](#) [Cook WG-6](#) [Range Management Specialist GS-5/7/9](#)

Current open and continuous job announcement in Region 1 ready for applicants to apply to:

No new jobs this week

Current/Upcoming National & Regional Hiring Events:

[Conference on Asian Pacific American Leadership Internship](#) - Now through July 12, 2024 Spring, summer, and fall internships available. Deadlines to apply vary.

[Range Management, Soil, and Sciences Career Opportunities](#) - Now through February 21, 2024 We're hiring range management specialists, botanists, soil scientists, and more.

[Agriculture and Business Career Jobs](#) - March 20 - April 17, 2024 We're hiring students and recent graduates for jobs in a variety of rewarding career fields, such as agriculture, natural resources, and business careers.

See the following website for more information and updates: <https://www.fs.usda.gov/working-with-us/careers/recruitment-events>

Jobs Being Outreached in Region 1

