

~MAY 14, 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 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)**

Re-Advertisement: The Nez Perce Tribe Social Services/Indian Child Welfare Department is recruiting for: **PEER RECOVERY COACH [HR-24-112] (Full-time/Lapwai)**. To provide mentorship, support and other duties assisting program participants in their recovery journey. The position provides participant's support in the coordination of services in partnership with appropriate agencies and partners. Maintains compliance with procedures and trauma informed care practices to assist program participants in holistic wellbeing in a natural or homelike environment. Promotes inclusion and participation in recovery events and activities while encouraging independence and productivity in the participants own life. Connects clients to resources within the community, addressing the unique needs of clients by utilizing cultural knowledge and values to ensure holistic recovery. Supports aftercare treatment which may include victim advocacy and overall safety. Requires strict confidentiality and must demonstrate a healthy lifestyle in the community. This position is considered essential and will continue to operate and be available despite any global pandemic or natural disaster while under direct supervision of a Home Specialist within Social Services.



Requires two (2) years of college (Associate's degree, preferred) completed in related field of chemical dependency, native American studies, human services, social work. Three (3) years of relevant experience is equivalent to one (1) year college. Must have the ability to obtain certification through a Recovery Coach Program. Must obtain CPR and First Aid within thirty (30) days of hire. Must be able to pass a criminal background investigation within fifteen (15) days of hire. Requires one (1) year of professional experience in Substance use Disorder Addictions or similar capacity that would demonstrate necessary knowledge, skills and abilities. Must be experienced working with American Indian families and demonstrate successful advocacy and work experience in this field. Must have a positive work history, upstanding character and demonstrate compassion for community wellness. 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)**

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 Police Department is recruiting for: **ASSISTANT RECORDS CLERK [HR-24-143] (Full-time/Lapwai)**. To provide administrative support to the Nez Perce Tribe Law Enforcement Program. The class will work in answering telephones, receiving the public, providing customer assistance, data entry processing and record-keeping. The class will do community outreach operations, planning, and civil processes. The class is a sworn officer due to the confidentiality of issues/matters that are dealt with daily. Requires a high school diploma/GED. Requires a minimum of six (6) months experience in an office setting. Some college preferred. Must successfully complete an honesty interview and polygraph, psychological and medical evaluation, and a complete background investigation prior to and to retain employment. Requires a proof of U.S. Citizenship and proof of being at least eighteen (18) years of age at the time of appointment. Requires a positive work history and reflects strong work ethic, good character, and a willingness to learn and follow instruction. Class/job description available at the NPT Human Resources. 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 5/20/24. (Grade 9)**

Extended: The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **TECHNICIAN I [HR-24-144] (Full-time Seasonal/Lapwai)**. **WE NEED YOU** to be part of our bio-control team. If you are getting your high school diploma in Spring of 2024 still apply NOW! Responsible for assigned duties from SIMP sampling in remote areas, bio-control collection, identifying agents, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and the ability to work cooperatively with others. Requires high school diploma GED. General work 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. **This position closes on 5/20/24. (Grade 9)**

The Nez Perce Tribe Department of Natural Resources/Cultural Resources Program is recruiting for: **AIDE I [HR-24-147]**. The Weetespeme Stewardship Program (WSP) Youth Crew Member. Come work for The Nez Perce Tribe's Youth Conservation Corps called the Weetespeme Stewardship Program. Youth (High School aged) Crew Members will participate both in office and field work for eight (8) weeks (June 11th - Aug. 2nd) in a hybrid program focused on culture and science for cultural preservation. Crew Members will participate in several week-long camping trips to sites across the Nez Perce homeland, including the McCall Outdoor Science School (June 11th - 14th), Big Hole National Battlefield (June 24th - 28th), Yellowstone National Park (July 15th -19th), and the Wallowa Valley (July 22nd - 26th). Crew Members will report to the WSP Crew Leader and Assistant Crew Leader; participate in weekly program & safety briefings; participate in lesson plans focused on Nez Perce culture, leadership, natural resources, workforce development, and climate science. Crew Members will receive entry level natural resource and cultural resource training. Expect half of the program time to be in the field and the other half to be at NPT HQ in Lapwai, ID for both day trips and office time. This position requires light to heavy physical activity, office and computer work, working in remote locations, and tent camping, with an end of program celebration and collaborative crew presentation to the NPT Circle of Elders and the member's families. Gear, supplies, and computers provided to perform work duties. Background checks required. Must be fourteen (14) years old and older. Class/job description available at the NPT Human Resources Department. **This position closes on 5/31/24. (Grade 5)**

Extended: The Nez Perce Tribe Department of Law & Justice/Probation Department is recruiting for: **PROBATION OFFICER I/COMMUNITY SERVICE COORDINATOR [HR-24-156] (Full-time/Lapwai)**. To supervise and monitor offender compliance with the conditions of probation set by court orders. Develop and maintain probation programs and oversee community service work.



Responsible for monitoring adult and/or juvenile offenders under court orders and probation programs. Works within broad policy and organizational guidelines. The position is supervised by the Probation Supervisor. Requires an associate degree in criminal justice or related field, or substitution of certificate of completion in Probation, Law Enforcement, Misdemeanor Probation training or Police Officer POST Academy certification. Requires two (2) years successful experience in a law enforcement or judicial environment, preferably as a probation officer. Requires one (1) year administrative experience, writing detailed reports with supporting rationale for recommendations made. Must have experience working with youth and adults. Must have working knowledge of the tribal justice system. Must submit to criminal background investigation. Requires two (2) years successful experience in a law enforcement or judicial environment, preferably as a probation officer. Requires one (1) year administrative experience, writing detailed reports with supporting rationale for recommendations made. Must have experience working with youth and adults. Must have working knowledge of the tribal justice system. 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. **This position closes on 5/31/24. (Grade 13)**

The Nez Perce Tribe Department of Fisheries Resources Management is recruiting for: **FISHERIES RESEARCH EVALUATIONS BIOLOGIST(S) I [HR-24-158] (Full-time Seasonal/McCall, 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 a cover letter, resume, college transcripts, and three (3) letters of reference. 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 5/20/24. (Grade 17/DOE)**

SUMMER STUDENT INTERNSHIPS

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

The Nez Perce Tribe Department of Fisheries Resources Management Production Division is recruiting for: **AIDE I - HIGH SCHOOL STUDENT INTERN(S) [HR-24-159]** The student will be placed in one of the seven (7) fisheries divisions. Job duties will involve rearing fish indoors and outdoors in inclement weather. Duty stations could be Dworshak or Kooskia National Fish Hatchery, Nez Perce Tribal Hatchery or numerous satellite facilities. Responsibility includes handling broodstock and production of many different species as needed. Required to learn and practice standard fish culture methods and terminology, using tools and equipment for all phases of salmonid fish culture. Under general supervision of the assigned Project Leader and Technical staff. Requirement: Nez Perce Tribal member, incoming high school student grades 9th-12th with a minimum age of fourteen (14) years. Student must maintain a minimum overall GPA of 2.0. A complete application packet include: 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. **This position closes on 5/31/24 (Grade 5)**



The Nez Perce Tribe Department of Fisheries Resources Management Production Division is recruiting for: **AIDE II - COLLEGE INTERN(S) [HR-24-160]** The student will be placed in one of the seven (7) fisheries divisions. Job duties will involve rearing fish indoors and outdoors in inclement weather. Duty stations could be Dworshak, Kooskia National Fish Hatchery, Nez Perce Tribal Hatchery or numerous satellite facilities. Responsibility includes handling broodstock and production of many different species as needed. Required to learn and practice standard fish culture methods and terminology, using tools and equipment for all phases of salmonid fish culture. Under general supervision of the assigned Project Leader and Technical staff. Requirements: Nez Perce Tribal member, high school diploma/GED or one (1) year of experience as a fisheries intern with a minimum age of 18 years. Must be an enrolled college student in good academic standing. Or a high school student with one (1) year of fisheries intern experience. 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 motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years). **Open until filled. (Grade 7)**

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. **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 of Fisheries Resources Management is recruiting for: **FISHERIES TECHNICIAN I INTERN [HR-24-137] (Full-time Seasonal/Joseph, Oregon)**. Will provide an early career Nez Perce Tribal member valuable exposure to ecological research and natural resource management. Will focus on Wallowa Lake fisheries research. The intern will also gain exposure to all aspects of fisheries work in northeast Oregon. Duties include gaining experience with extensive limnological study of Wallowa Lake in support of potential Sockeye Salmon reintroduction efforts; spawning habitat surveys; zooplankton and mysis shrimp vertical tow sampling; and monitoring of vertical temperature, dissolved oxygen, and conductivity profiles. Must be highly motivated and work cooperatively with others. In addition to hourly wages, transportation (if needed), housing and food per diem will be provided. Requirements include High School Diploma or GED, prefer individual to be enrolled or going to enroll in college. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 9) (wage range \$17.85 and up).**



The Nez Perce Tribe Department of Natural Resources/Cultural Resource Program is recruiting for: **AIDE II – COLLEGE INTERN(S) [HR-247-151]**. This position will generally be a high school graduate or college under graduate. Experience in cultural resources is not required. The Cultural Resource Program (CRP) Intern shall be under the direct supervision of the CRP Director and will work with a number of CRP staff both in the office and out in the field. The intern will be provided with technical information and training pertinent to the CRP activities and fields of study which include but are not limited to: cultural resource management and preservation, archaeology, ethnography; Nez Perce language, and Nez Perce history and culture. The physical requirements range from light to medium work, including lifting up to 25 lbs., hiking over rough and uneven terrain, digging holes and screening sediment, and exposure to inclement weather. The work schedule part-time and will be Monday through Friday between 8:00 am and 4:30 pm on the days worked. The work schedule will be up to 29 hours with the potential for full-time work. During this time, interns will do a combination of professional development activities including job shadowing CRP staff, conducting archaeological and ethnographic fieldwork, participating in interviews with Tribal elders, conducting archival research, and working with Nez Perce language revitalization. Some fieldwork may involve extended trips with CRP, BLM, or USFS staff. 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 of Natural Resources/Cultural Resource Program is recruiting for: **AIDE I – INTERN(S) [HR-247-152]**. This position will be open to high school students, students starting high school in the fall, or those out of high school who are fourteen (14) years old or older. Experience in cultural resources is not required. The Cultural Resource Program (CRP) Intern shall be under the direct supervision of the CRP Director, and will work with a number of CRP staff both in the office and out in the field. The intern will be provided with technical information and training pertinent to the CRP activities and fields of study which include but are not limited to: cultural resource management and preservation, archaeology, ethnography, Nez Perce language, and Nez Perce history and culture. The physical requirements range from light to medium work, including lifting up to 25 lbs., hiking over rough and uneven terrain, digging and screening sediment, and exposure to inclement weather. The work schedule is part-time and will be Monday through Friday between 8:00 am and 4:30 pm on the days worked. During this time, interns will do a combination of professional development activities including job shadowing CRP staff, conducting archaeological and ethnographic fieldwork, participating in interviews with Tribal elders, conducting archival research, and working with Nez Perce language revitalization. Some fieldwork may involve extended trips with CRP, BLM, or USFS staff. 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. **Open until filled. (Grade 5)**

Complete application may be mailed, emailed; Teamhr@nezperce.org or faxed to Human Resource 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)**

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 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. 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 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 course 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 field 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 (6) 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)**

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. **Open until filled. (Grade 18)**



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. **Open until filled. (Grade 5)**

The Department of Fisheries Resources Management is recruiting for: **FISHERIES RESEARCH EVALUATIONS BIOLOGIST((S) 1 [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. **Open until filled. (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/Spalding, ID)**. Treatment Facility located at Spalding, 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. **Open until filled. (Grade 17)**

The Nez Perce Tribe Department of Fisheries Resource Management - Watershed Division is recruiting for: **WATERSHED SPECIALIST I [HR-24-134] (Full-time Seasonal)**. Will join a highly professional and experienced team working on restoring and protecting aquatic ecosystems and watersheds critically important to fisheries restoration, Nez Perce Tribal treaty resources, and all people. Will participate in a variety of watershed restoration projects. Specific field duties will include daily supervision and managing logistics for a crew of technicians treating and inventorying invasive plant species throughout the Lochsa Watershed, regularly carrying up to 100 pounds, standing and/or hiking for a majority of the day, safely operating a UTV and spray equipment, and mixing/handling herbicides.



Will hold or be able to obtain and maintain ISDA professional pesticide applicator license. Other field activities include electronic data collection, road survey, planting, and construction contract inspection. Must have excellent oral and written communication skills; report writing, data analysis and interpretation. Office duties may include developing restoration plans, assisting with environmental compliance for restoration projects, project implementation monitoring and reporting, grant writing and project development, coordination with the project leader, and technical coordination with outside agencies. Requires a B.S. degree in Fisheries, Botany, Ecology, or closely related field. **Fieldwork will be based out of Powell Ranger Station, 13 miles west of Lolo Pass.** Shared housing and per diem provided. 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) Pay starting at \$25.98/hr. and up DOE.

The Nez Perce Tribe Department of Natural Resources/Cultural Resources Program is recruiting for: **TECHNICIAN II/CREW LEADER [HR-24-145]**. The Weetespeme Stewardship Program (WSP) is an eight (8) week long hybrid Youth Conservation Corps program. Come work for the Nez Perce Tribe's Youth Conservation Corps called the Weetespeme Stewardship Program, from May 14th - August 9th to operate an 8 week-long (June 11th - August 2nd) hybrid youth camp focused on Cultural Resources affected by a changing climate. This position will generally be a high school graduate or college undergraduate. Experience in cultural resources is not required. The Weetespeme Stewardship Program (WSP) Crew Leader Tech II shall be under the direct supervision of the CRP Director. The WSP Crew Leader will be provided training pertinent to the WSP activities and fields of study which include, but are not limited to: cultural resource management and preservation, natural resource surveying and monitoring, climate adaptation, conservation, youth programming, archaeology, ethnography, Nez Perce language, and Nez Perce history and culture. The physical requirements range from light to heavy work, including walking over rough terrain. The work schedule is Monday through Friday, for forty (40) hours a week when in office with additional hours during overnight fieldwork weeks. The WSP Crew Leader will supervise a group of WSP Youth Interns. They will job shadowing CRP staff and project partners, participating in interviews with Tribal elders, conducting archival research, working with Nez Perce language revitalization, and presenting to an evaluation committee comprised of NPT Elders and Staff. Much of the work will be focused in monitoring and surveying of cultural & natural resources across broad landscapes in Nez Perce Homeland to develop youth-led climate adaptation plans. 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 5/20/24.** (Grade 11)

The Nez Perce Tribe Department of Natural Resources/Cultural Resources Program is recruiting for: **TECHNICIAN II/ ASSISTANT CREW LEADER [HR-24-146]**. The Weetespeme Stewardship Program (WSP) is an eight (8) week long hybrid Youth Conservation Corps program. Come work for the Nez Perce Tribe's Youth Conservation Corps called the Weetespeme Stewardship Program, from May 14th - August 9th to operate an 8 week-long (June 11th - August 2nd) hybrid youth camp focused on Cultural Resources affected by a changing climate. This position will generally be a high school graduate or college undergraduate. Experience in cultural resources is not required. The Weetespeme Stewardship Program (WSP) Assistant Crew Leader shall be under the direct supervision of the Weetespeme Stewardship Program Crew Leader (Tech II), and will work with a number of CRP staff, Youth Interns (Aide I), and project partners both in the office and out in the field. The Assistant Crew Leader will receive training pertinent to the WSP activities and fields of study which include, but are not limited to: cultural resource management and preservation, natural resource surveying and monitoring, climate adaptation, conservation, youth programming, archaeology, ethnography, Nez Perce Language, and Nez Perce history and culture. The physical requirements range from light to heavy work, including walking over rough terrain. The work schedule is Monday through Friday, for forty (40) hours a week when in office with additional hours during overnight fieldwork weeks. The WSP Assistant Crew Leader will mentor a group of WSP Youth Interns for eight (8) weeks (including several overnight camp trips), job shadow CRP staff and



project partners, participate in interviews with Tribal elders, conduct archival research, work with Nez Perce language revitalization, and present to an evaluation committee comprised of NPT Elders and Staff. Much of the work will be focused in monitoring and surveying of cultural & natural resources across broad landscapes in Nez Perce Homeland to support the development of youth-led climate adaptation plans. 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 5/20/24. (Grade 9)**

Extended: The Nez Perce Tribe Department of Natural Resources/Cultural Resources is recruiting for: **ARCHAEOLOGICAL FIELD TECHNICIAN III [HR-24-153] (Full-time Seasonal/Lapwai)**. This position assists with archaeological field projects throughout the Nez Perce Tribe's ceded area in all seasons and environments. Field work requires hiking multiple miles over rough terrain and digging to complete field projects, including pedestrian survey, testing, and excavation, and monitoring. Must be able to work four 10-hour workdays and be available to camp overnight away from home. Requires two (2) years of college (48 credits). Three years of relevant experience is equivalent to one (1) year of college. Requires three (3) years of related experience to project needs and 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 is 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 5/31/24. (Grade 13)**

Extended: The Nez Perce Tribe Department of Natural Resources/Cultural Resources is recruiting for: **ARCHAEOLOGICAL FIELD TECHNICIAN II [HR-24-154] (Full-time Seasonal/Lapwai)**. The position assist with archaeological field projects throughout the Nez Perce Tribe's ceded area in all seasons and environments. Field work requires hiking multiple miles over rough terrain and digging to complete field projects, including pedestrian survey, testing, and excavation, and monitoring. Must be able to work four (4) ten (10) hour workdays and be available to camp overnight away from home. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Requires one-year 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. **This position closes on 5/31/24. (Grade 11)**

Extended: The Nez Perce Tribe Department of Natural Resources/Cultural Resources is recruiting for: **ARCHAEOLOGICAL FIELD TECHNICIAN I [HR-24-155] (Full-time Seasonal/Lapwai)**. Under the supervision of the Archaeological Crew Leader, Field Archaeologist, Archaeology Project Lead, or the Tribal Archaeologist. Will be roughly May through September but may be extended dependent on funding. Field work requires hiking multiple miles over rough terrain and digging to complete field projects, including archaeological surveys, testing, data recovery, and monitoring. Also, requires completion of office tasks, such as data entry, processing of recovered artifacts, and contributing to short reports. Must be able to work for (4) ten (10) hour workdays and be available to camp overnight away from home. Requires a high school diploma/GED. No work experience required; general work experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current 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 5/13/24. (Grade 9)**



The Nez Perce Tribe Students for Success Program is recruiting for: **PREVENTION OUTREACH WORKER [HR-24-157] (Lapwai)**. Regular full-time position that is grant funded for five (5) months (ending September 30, 2024), but transition to part-time regular (twenty-four (24) hours per week). The funding for this position is three (3) years but position may continue beyond three (3) years contingent on funding. This position may transition back to full-time regular contingent on funding. Requires excellent organizational and multi-tasking skills to implement the comprehensive prevention outreach objectives for the program's multiple funding sources. Responsible for educational presentations, materials development using tribal specific messages/imagery and available tribal specific data on Alcohol, Tobacco, and Other Drugs (ATOD). Assists with community outreach, partnership development, and compliance of the cooperative agreement or contracts. Must have excellent writing and oral communication skills, highly motivated and have the ability to work independently and cooperatively with others. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. One (1) year experience preferred in Drug and Alcohol prevention, intervention or treatment, criminal justice, social work or any discipline involving youth. This position will report directly to the Students for Success Director. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current 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)**

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

- **Department of the Interior/Bureau of Reclamation is recruiting for: Native American Affairs Advisor.** This is a full-time position with a duty station located at Yakima, WA. Looking for an opportunity to capitalize on their expertise as a Native American Affairs Advisor. You can make a difference in the West by assisting in meeting increasing water demands while protecting the environment. Duties include Advises Columbia - Cascade Area Office (CCAO) on the Native American Affairs (NAA) program and associated issues, develops processes, procedures and guidance that govern the program, including organizing, conducting, and documenting NAA activities, manages the program budget; leads Tribal outreach, develops relationships with Tribes, participates in government-to-government consultation and coordination and maintains associated records, advises and represents management in negotiations as delegated. For more information and how to apply go to <https://www.usajobs.gov/job/787592300>. Closing date 5/10/24.




- **The Nature Conservancy (TNC) of Washington State is recruiting for: Pacific Northwest Tribal Government Relations Director.** This position will be TNC Washington's lead for the global priority of "Collaborating with Indigenous Peoples to support their voices, choices, and actions by honoring and lifting up their rights and leadership to improve natural resource policies." Under this effort, they will lead government relations efforts for TNC Washington with Tribal government representatives and senior Tribal staff, and will engage all local, state and federal governments for policy or budget appropriations necessary to achieve joint Conservation goals and implement strategies. They will work collaboratively with TNC colleagues locally regionally and across the global organization to strengthen external relationships. For more information and how to apply go to www.washingtonnature.org. Closing date 5/13/24.
- **Northwest Portland Area Indian Health Board (NPAIHB) is recruiting for: Clinical Support Services Division Director.** This is a full-time position with benefits, with a duty station located in Portland, Oregon and this position must be able to commute to the Portland office to complete work in-person. The Division Director works closely with Tribal, urban and Indian Health Service (IHS) facilities, Tribal and community-based partners, Tribal communities, state and federal funding agencies, Indian Health Service and other federal agencies, and State Health Departments. Closing date 5/19/24. **Behavioral Health Program Director:** This is a full-time position with benefits, with a duty station located in Portland, Oregon. The Behavioral Health Program Director (BHPD) is a leader and central resource for Behavioral Health technical assistance, training, management, quality assurance, and supervision of the NPAIHB's Behavioral Health program, including Behavioral Health projects and services. Closing date 5/26/24. **Director of Government Affairs & Health Policy.** This a full-time position with benefits, with a duty station located in Portland, Oregon. The Director of Government Affairs & Health Policy (Government Affairs Director) provides support to the Executive Director and the Northwest Tribes by serving as the primary resource for federal and state policy information; ensures that Northwest Tribes have the information and resources to advocate on health policy issues affecting their Tribes and citizens; ensures that federal and state government representatives are informed about Northwest Tribes health policy priorities and programs; and oversees projects to increase the number of American Indians/Alaska Natives with careers in healthcare and health policy. Closing date 5/26/24. For more information and how to apply go to <https://www.npaihb.org>.
- **Idaho State Parks & Recreation is recruiting for: Building Facility Manager, Utility Craftsman, State Park Ranger.** For more information go to <https://parksandrecreation.idaho.gov>. Closing dates, and locations vary with positions.
- **U.S. Department of Health & Human Services/Administration for Native Americans (ANA) is seeking Native American, Alaska Native, Hawaiian and Pacific Islander (AI/AN/NHPI) peer reviewers and chairpersons to take part in the FY 2024 ANA Merit Review (formerly known as Objective Panel Review) of grant applications.** The ANA Merit Review process is designed to ensure fair and objective reviews of eligible grant applications for funding. We are seeking AI/AN/NHPI reviewers and chairpersons to review and score applications for community-based projects in response to ANA's Notice of Funding Opportunities. Being a panel member is an integral part of ANA's funding process, which allows applicants the opportunity to have a significant impact in native communities! Your commitment, knowledge, and/or subject matter expertise are invaluable and essential to the peer review process. For more information and how to apply go to <https://www.acf.hhs.gov/ana/grants/merit-panel-review>. Open until filled.
- **Idaho State Department of Agriculture is seeking Seasonal Employees.** My name is Kelsea Goettl and I am one of the new Invasive Species Specialists for the Idaho State Department of Agriculture-Post Falls, nice to virtually meet you! I am reaching out because I know of the Nez Perce bio control program and the tribe's involvement with



natural resources management. I am looking to hire 9 seasonal employees for our watercraft inspection station located in Kooskia, Idaho, and I was wondering if there would be any interest in employment from tribal members. These positions would last from May – October and are non-benefited but could be a good employment opportunity for people in the surrounding area or for folks interested in aquatic biology or invasive species biology. The responsibilities of the position are focused on preventing the spread of aquatic invasive species such as quagga mussels and Eurasian watermilfoil through watercraft inspections and decontaminations. For more information and how to apply contact Kelsea Goettl at Kelsea.Goettl@isda.idaho.gov. or at (314) 303-0852. **Open until filled.**

- **Idaho State Parks & Recreation is recruiting for: Building Facility Manager, Utility Craftsman, State Park Ranger.** For more information go to <https://parksandrecreation.idaho.gov>. Closing dates, and locations vary with positions.
- **Idaho Department of Labor Lewiston, ID is recruiting for: Counter & Inside Sales (#JC259256488), PEPSI Warehouse Relief/Seasonal (#JC259454383), Framers & Concrete Finishers (#2196841), Dietary Aid Seasonal/Temp. (#JC259521372), Production Operator/Entry Level (#2207429), Operational Field Support Technician (#JC259364592), Customer Service Representative (#JC238403156), Warehouse Worker (#JC259375607), Retail Sales Associate/Tack & Animal Health (# JC259457323). Orofino: Tire Technician (#2206318), Construction Roofing & Remodels (#2206282), Night Auditor (#2206271), Idaho Medicaid Billing Dept. Supervisor (#2205651), Baker/Donut Maker (#2207523), Forestry Tech. (#JC259536060), Advocate/Case Mngr. IDYCA (#JC259521383), Psychosocial Rehabilitation Sp./SHN (#JC258269800), Clinical Supervisor/SHN (#JC259521385), Seasonal Scale Operator/Craigmont (#JC259723047).** For more information and how to apply go to <https://idahoworks.gov>. Closing dates vary with positions.
- **Affiliated Tribes of the Northwest Indians (ATNI) is recruiting for: ATNI-EDC Office Coordinator.** This position will serve as the first point of contact for our employees and guests. The Administrative Coordinator will support the Executive Director and regular office operations, manage human resource coordination, monitor accounts payable coordination, answer and route calls, coordinate travel, and schedule internal meetings. Ultimately, this position is responsible for ensuring all daily procedures run smoothly and timely. **ATNI-FC Portfolio Coordinator:** We are looking for an experienced loan portfolio coordinator to join our team. Will oversee our loan portfolio and ensure the loans are performing per the terms of the loan agreement. Will be responsible for monitoring the financial performance of our loan relatives and providing reports to senior management. Will also be responsible for working with the underwriting team to ensure the loans are properly underwritten. Additionally, this position is responsible for managing the loans held by ATNI-EDC Financial Services and working with team members to ensure that all loans are performing as expected and that any issues are addressed in a timely manner. For more information about these positions go to www.atniedc.com. **These positions are 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://openops.usajobs.gov/internships/6819>. **Open until filled.**

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- 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.
 - Nez Perce County is recruiting for: Deputy Prosecuting Attorney, Deputy Court Clerk, Heavy Equipment Operators and/or Heavy Equipment Operator Apprentices, Mechanic/Heavy Equipment Operator, Extra Help P/T Juvenile Detention Support Technicians.** 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: Cook F/T, High School Varsity Volleyball Coach, High School JV Volleyball Coach, Substitutes in all positions.** Applications can be found on the website www.lapwai.org, or contact Connie Desjarlais at the District Office: (208) 843-2622 at ext. 3. Positions are open until filled.
 - AVISTA is recruiting for: Grounds Keeper, Protection Engineer-Compliance, Sr. Civil Engineer/Deputy Chief Dam Safety Engineer, Natural Resource Technician (Fisheries), 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.
 - Confederated Tribes of the Umatilla Indian Reservation (CUTIR) is recruiting for: Staffing & Recruitment Specialist, Finance Clerk, Administrative Assistant II, Forestry Technician-Fuels Crew, Entry-Level Wildland Firefighter/Firefighter type 2, Advanced Wildland Firefighter, KCUW Operations Associate, Family Resource Placement Specialist, FDPIR Warehouse Coordinator, Administrative Assistant II, Family Preservation Program Manager, Archaeologist I/II, Field Archaeologist, Environmental Toxicologist, Toxics Intern II (Internal), Fisheries Habitat Technician 1-GR Projects, Fisheries Habitat Biologist II, Fish Passage Specialist, Supervisory Forester, Forester, Wildlife Technician I (Internal), Indian ED. Coordinator, Building Inspector, Planning Director, Public Transit Bus Driver CDL-Part Time, Firefighter/EMT-Basic, Police Officer, Communication Officer (Dispatcher), Utility Operator, Surveillance Operator.** For more information and how to apply go to <https://ctuir.org>. Closing dates vary with positions.



*The Healing Lodge
of the Seven Nations*

New Job Alert!

LEAD TEACHER

The Lead Teacher or Teacher of Record provides project-based learning opportunities for our residents.

Requirements

- Bachelor's degree in education with a Washington State Teacher Certification in 9-12 Math credential.
- Academic preparation for or experience in teaching a culturally, racially, and economically diverse student population.
- Proficiency with LMS; able to build online courses in Canva.
- Must have current driver's license with a safe driving record.

- \$36.49-\$53.50 p/hour, DOE/DOQ (salary not hourly)
- Full Medical, Dental and Vision benefits after 60 days of employment.
- HL7N pays 100% of the insurance premium for full-time employees.

For more info and to apply:

www.healinglodge.org





WANTED

Highly Motivated 9th-12th Grade Students

BIA-BIE Youth Indian Police Academy

The Bureau of Indian Affairs and the Bureau of Indian Education are partnering to host the 2nd annual Youth Indian Police Academy for students enrolled in 9th - 12th grade. The Academy will occur at the Riverside Indian School Campus in Anadarko, Oklahoma, from June 16 through June 28, 2024.

At no cost to students, participants will receive assistance with traveling to and from the school, where they will stay in dorm rooms and be well-fed throughout their stay. Participants will receive uniforms and travel for field trips will be provided. Students will come away from the program with a meaningful life experience, new friendships, and awareness of career opportunities available to them as young adults.

Application Instructions:

Students wishing to attend the academy must write and submit a five-paragraph essay explaining who they are, their life goals, and why they wish to attend the Youth Indian Police Academy. Final essays need to be emailed to: Carla.Whiteman@bie.edu on or before **May 17, 2024**. Each essay will be reviewed by a selection panel who will select up to 28 students.

Guardians:

Upon student selection, guardians must complete an admissions package. The package will be emailed after selections are made. This includes providing student emergency contact, out-of-state student travel information, authorization for medical care of a minor, medical history, residential check list, parental consent form, photograph release form, school check out policy, student code of conduct, student policies, acceptable use policy, BIA consent to participate and a release from liability.

FACTS & TASKS

WHEN:

June 16, 2024 - June 28, 2024

WHERE:

Riverside Indian School
Anadarko, OK

SEND ESSAYS TO:

Carla.Whiteman@bie.edu

ESSAYS DUE:

May 17, 2024

HANDS-ON LEARNING EXPERIENCES INCLUDE:

- Nightly Team Building Events
- Tactical Training Exercises
- Accident Investigation & Crime Scene Labs
- Driving Under the Influence Simulations
- Special Weapons & Tactics Demonstrations
- Emergency Medical Services Certification
- K9 Demonstrations
- Field Trips for full-immersion Learning

