

~SEPTEMBER 3, 2024~



NEZ PERCE TRIBE

JOB OPENINGS

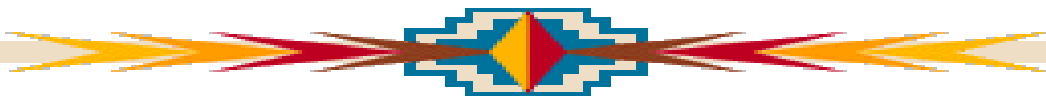
ACTIVE JOB SEEKERS LIST

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)*

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.

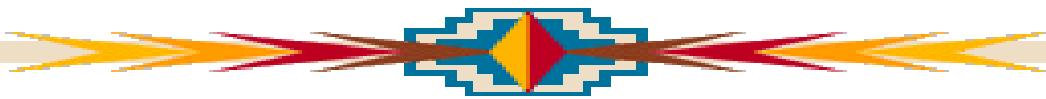


Class description available at the NPT Human Resources Department. Must have five (5) years' experience in the operation of a motor vehicle. One (1) year experience operating a commercial motor vehicle and one (1) year in a customer service environment is preferred. The Nez Perce Tribe is a drug free 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)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **TECHNOLOGY ADMINISTRATOR [HR-24-167] (Full-time/Lapwai).** This position is grant funded. This class is a sworn Technology Administrator/Civil Officer Law Enforcement Officer position whose primary responsibility is to create, maintain, manage and backup software and data for the Nez Perce Tribal Police Department records management system. Provides services daily during tribal business hours, and on call after hours, weekends, and holidays. Responsible for installation of records management software on new computer equipment, manage VPN (Virtual Private Network) for all department personnel. Provides technical support to the programs in the Law and Justice Department. Requires two (2) years of college education (48 credits) in information technology or closely related field. Please provide college transcript. Three (3) years' work experience may be substituted for each year of required college education. Must be 21 years of age. Requires a minimum of three (3) years' work experience in information systems, three (3) years of documented successful work experience, highly organized with the ability to identify and implement needed systems and follow-up processes. Requires three (3) years in a supervisory role. The selected candidate must successfully complete a polygraph and complete background investigation prior to 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 15)

The Nez Perce Tribe's Office of Legal Counsel is recruiting for: **STAFF ATTORNEY [HR-24-174] (Full-time/Lawai)**. Under the direction of the Managing Attorney, the Nez Perce Tribe's Office of Legal Counsel (OLC) provides legal advice and representation to the Nez Perce Tribal Executive Committee, the governing body of the Nez Perce Tribe. With the focus of natural resources matter related to the protection and management of the Nez Perce Tribe's sovereignty and treaty-reserved rights. Must have five (5) years of relevant legal experience practicing environmental and natural resources law, Indian law, and related matters and will have and will have experience working for or with federally recognized Indian tribes, federal and state agencies, or non-government organizations. OLC provides the full range of legal services to the Nez Perce Tribe, headquartered on the Nez Perce Reservation in Lapwai, ID., and consists of five (5) full-time staff attorney/s and three (3) support staff. The ideal candidate will be comfortable handling litigation, transactional negotiations, drafting legal memoranda, project management including drafting comments, and strategic planning. Will be a team player and have excellent research, writing, oral communication, and advocacy skills. Will also have the demonstrated ability to analyze complex factual, legal and policy issues; to delve deeply into all areas of the law; and respond to the wide array of legal issues that require prompt and accurate analysis on a day-to-day basis. Requires a Juris Doctorate degree from an accredited law school (please provide degree), be a member in good standing of a state bar, and must within one (1) year, if hired, be admitted to the Idaho State Bar OR must meet reciprocal bar association requirements. Please submit cover letter, resume, 5-10 page writing sample, and three (3) letters of reference. The Nez Perce Tribe offers an attractive compensation package including medical and life insurance and 401(k) contribution. Applicant must pass a criminal background check with no convictions. [Class/job description available at the NPT Human Resources Department.](#) If you should have any questions about the position, contact Julie Kane, NPT Managing Attorney at (208) 843-7355. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current 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 28)

The Nez Perce Tribe (Tribe)'s Environmental Restoration and Waste Management (ERWM) Program is recruiting for: **HANFORD NRDA COORDINATOR [HR-24-175] (Full-Time/Lapwai)**. Requires relevant experience with the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA); as well as experience working on behalf of Indian tribes or other governments. The ERWM Program's role is to protect the Tribe's treaty-reserved rights at the Hanford Site in the state of Washington, regulate air quality on the Tribe' Reservation in the state of Idaho, and oversee emergency response planning on the Reservation. The ideal candidate will be required to represent the Nez Perce Tribe as the Primary Technical Trustee on the Hanford Natural Resource Trustee Council at the Hanford Site. Will need to be a team player and have sound judgement, accompanied by excellent research, writing, and communications skills. Also, have the ability to analyze complex natural resource injury issues resulting from the release of hazardous contaminants at the Hanford Site. Requires bachelor's degree in related field (Master's preferred). Please provide degree. Related field and/or coarse work requirements defined in job expectations. Requires eight (8) years professional level experience (five (5) years' experience with a Master's degree or two (2) years' experience with a doctorate degree). Requires three (3) years supervisory experience, knowledge and experience with aquatic or natural resource research, management, or policy is required. [Class/job description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. 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 24)

The Nez Perce Tribe Dept. of Natural Resources, Land Services Division Center is recruiting for: **CLIMATE SMART COMMODITIES TECHNICIAN III [HR-24-176] (Full-time/Lapwai)**. Responsible for assisting the Nez Perce Tribe Land Services Division in implementing Partnership agreements with the University of Idaho and Oregon State University. Will involve conducting educational workshops, trainings, applications field investigations and reporting regarding the project.



Applicant must be highly motivated with attention to detail, have good oral and written communication skills, and have the ability to work independently and cooperatively with others. Must be able to work outdoors in inclement weather conditions and operate all-terrain vehicles. Experience in farm management, cropping methods cropping implements and soil sampling is required. Requires two (2) years of college education (48 credits) in agricultural, natural resources or similar discipline. Please provide college transcripts. Three (3) years of relevant experience is equivalent to one (1) year 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 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 13)**

The Department of Natural Resources Water Resources Division is recruiting for: **PROFESSIONAL I - WATER RESOURCES SPECIALIST [HR-24-178] (Full-time/Lapwai)**. 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 variety of tasks associated with assessing and improving water quality on the Nez Perce Reservation, including stream restoration projects; riparian assessment and water quality monitoring; data collection and management; contract creation and supervision of subcontractors; report writing; professional presentations; and grant writing. Should also be familiar with operating power equipment and using GPS devices. Requires self-motivation; problem-solving skills; the use of mathematics involving algebra and descriptive statistics; and computer skills including Microsoft Word, Excel, and ArcGIS or ArcPro. 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 B.S. degree in biology, ecology, botany, hydrology, environmental science, or a related biological or physical science field (M.S. degree preferred). Experience does not substitute for degree. Please include college degree/transcripts, and three (3) letters of references. 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 17)** (wage range \$25.98/hr and up DOE).

The Nez Perce Tribe Students for Success Program is recruiting for: **PROJECT COORDINATOR [HR-24-181] (Full-time/Lapwai)**. Position is grant funded for three (3) years. Position may continue beyond three (3) years contingent upon 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. **This position closes 9/20/24. (Grade 14)**

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)**

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.



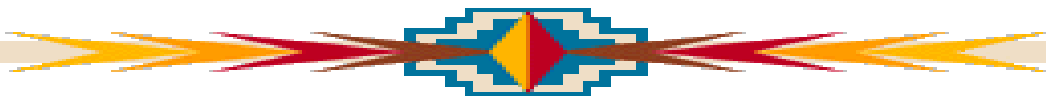
Prefer a valid driver's license but would require that the incumbent obtain a valid driver's license within six (6) months of appointment with the ability to be insured under the Tribe's policy. If you already have a driver's license, you must provide a current driver's license record (DLR) and any DLR 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)

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 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 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 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 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 Nez Perce Tribe Department of Technology Services is recruiting for: **CABLE TECHNICIAN III [HR-24-164] (Full-time/Lapwai)**. To provide support and installation of low voltage and outside plant cables and hardware. Work within a general outline of work to be performed developing work methods and sequences under direct supervision of the Cable Technician II-Lead. Duties may include providing project level supervision and management as well as performing technical labor applications of fieldwork. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Background check is required within first three (3) months of employment. Requires six (6) months experience in cable installation. Requires acquiring tower climbing certification within one (1) year of employment. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 13)**

The Nez Perce Tribe Gaming Commission is recruiting for: **GAMING COMMISSION DIRECTOR [HR-24-169] (Full-time/Lewiston)**. The class is responsible for regulation of the gaming activities on the Nez Perce reservation, staff supervision, strategic planning, fiscal management, and training. Works with the elected Gaming Commissioners to develop policy for gaming regulation and serves as regulatory point of contact for day-to-day interaction with gaming management. The class researches and formulates long-range goals in collaboration with the Gaming Commission; develops policy and strategic plans as required or directed. This position is supervised by the Law & Order Executive Officer. Requires a B.A or B.S. degree in business, accounting, law enforcement, finance, management or related field. Requires three (3) years of experience derived from working with tribal gaming or other business enterprises and two (2) years supervisory experience. Tribal Gaming License required. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. 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 Dept. of Fisheries Resource Management Division is recruiting for: **TECHNICIAN IV – ELECTRICIAN [HR-24-177] (Full-time/Dworshak Fish Hatchery)**. Responsibilities include hatchery electrical maintenance and repair. Minimum qualifications: Licensed journeyman electrician with two (2) years of college education (48 credits) and/or journeyman rating or certification with six years (6) experience, experience with 3-phase high voltage electrical systems and instrumentation; additional experience with pumps, motors, chillers, meters, man-lifts, hoists, fork-lifts, trucks and construction equipment is beneficial. Three (3) years of relevant experience is equivalent to one (1) year of college. Requires two (2) years of related experience to project needs and a minimum of one (1) year of supervisory experience (will accept Certification or Journeyman rating in lieu of supervision experience). Knowledge and experience with fish hatchery operations and techniques is desired. Must have excellent communication skills, both oral and written, computer record keeping and written reports are useful. Must be highly motivated and the ability to work cooperatively with others or independently. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current



motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 15)

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 Indian Affairs Northern Idaho Agency is recruiting for: Program Support Assistant. This full-time position is located in Lapwai, Idaho.** Duties include; Performs a wide variety of administrative duties and serves as the point of contact for the Superintendent's office in the coordination of meetings, schedules, conferences, hearings, and other key organizational activities; Maintains office automation correspondence tracking systems. Provides input to and/or reviews all external/internal correspondence and documents to ensure that position, policies and direction is accurately stated and that all information is properly coordinated; Receives and processes all incoming mail, faxes and electronic mail by logging in, electronically scanning and filing for timely action; Assist with the coordination of meetings, conferences, special projects, trainings. Makes travel arrangements, maintains office supplies and services, contacting vendors and coordinating repair of equipment; Manages front desk and ensures all phone calls and visitors are directed to appropriate staff. For more information and how to apply go to www.usajobs.com. Control Number: 805539600. **Closing date 9/6/24.**
- **Idaho Department of Labor, Lewiston, ID is recruiting for: Store Clerk (#JC264630739), Cleaner (#JC264107382), Part-Time Merchandiser (#JC264349938), Pool and Spa Technician/Apprentice (#2245220), Assistant General Manager/Taco Bell (#JC243727920), Housekeeper/Skilled Nursing (#2253583), Day Porter (#JC264798524), Business Consultant (#2254353), Phlebotomist/Mobile (#2256946), Truck Driver/Forklift Operator (#2252258). Orofino: RN-Full Time (#2256786), Jet Boat Builder/Rigger (32256787), Baker/Donut Maker (#2256779), Patient Access Registrar Kamiah Clinic (#2256790), RN Nights (#2256794), Certified Nursing Assistant Nights (#2256795), Board Operator/Public Service Coordinator (#2256783), ICIO Correctional (#JC250355845).** For more information and how to apply go to <https://idahoworks.gov>. **Closing dates vary with positions.**

- **Lapwai School District is recruiting for: Early Childhood Sp. Ed. Teacher (25-30/week), Certified EC/ECsE Birth-3 or ability to obtain Certification, Paraprofessional, Cook, Substitutes in all areas.** 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.**
- **Nez Perce County is recruiting for: Custodian, Deputy Prosecuting Attorneys, Deputy Court Clerk, Heavy Equipment Operators and/or Heavy Equipment Operator Apprentices, 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.
- **AVISTA is recruiting for: Fisheries Biologist/Temporary, SCADA/ADMS Engineer, Energy Efficiency Program Manager, Business Systems Analyst, Journeyman Lineman, Energy Efficiency Analyst, Drafter, Sr. Civil Engineer/Deputy Chief Dam Safety Engineer, Hydro Power Engineer, Journeyman Protection Control Meter Technician, Electrical Engineer/Distribution Operations, Protection Engineer/Compliance, 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: Executive Director, HRIS Specialist (READVERTISED), Accounts Payable Clerk (READVERTISED), Early Childhood Collaborative Assistant, Warming Station Operations (READVERTISED), Tribal Farm Worker (READVERTISED), Equipment Operator I or II (1-3 positions)(REVISED), Assistant Farm Manager, Toxics Intern III, Forester (Inventory/Monitoring) (READVERTISED), Supervisory Forester (READVERTISED), Program Manager/Water Resources Program (READVERTISED), Water Code Administrator/Water Resources Specialist II, Sexual Assault Specialist, Firefighter/EMT - Basic/Advance/Intermediate (READVERTISED), Communication Officer (Dispatcher) (Re-Advertised), Police Officer (1) position, Emergency Management Coordinator, Surveillance Operator, Cultural Demonstrator (READVERTISED) (up to 1 position), Field Archaeologist (READVERTISED), Veterans Service Officer (READVERTISED), Indian Child Welfare Act (ICWA) (READVERTISED).** For more information and how to apply go to <https://ctuir.org>. **Closing dates vary with positions.**
- **Notice of Vacancy, Gaming Commissioner to fill the Gaming Commissioner vacancy effective upon selection through December 31, 2026. Please submit letter of interest to Marson Lawyer, NPTEC Support by close of business September 6, 2024.**

CALL FOR ARTISTS





Redesign current TERO/TYAP logo:

Are you an artist with a passion for design? We're looking for creative minds to help us redesign the current TERO/TYAP logo. The new logo must include the title Nez Perce TERO/TYAP (TERO Youth Apprenticeship) and should reflect the theme of construction trades. Feel free to explore new colors, incorporate images, and bring a fresh perspective to our brand. This contest is open to all tribal and non-tribal artists who are not currently represented. A winner will be selected, and the prize is \$CASH\$. The winning design will be used for branding on work shirts, vests, cups, and more. NPT TERO/TYAP will take ownership of the logo.

Opens: August 16, 2024
2024

Ends: October 31,

Please submit your designs to the NPT TERO/TYAP Office at 102 Agency Road located inside the Pi-Nee Waus building. For more information, contact latisl@nezperce.org or call (208) 621-4856. Drop off your design and form at the TERO office. Hours of operation are 8:00 am. – 4:30 pm. Monday through Friday.



NPT TERO/TYAP IS HOSTING
BAKER TECHNICAL
INSITUIE
5-Week Construction Training

STARTS
October 7, 2024
ENDS
November 8, 2024

WHERE
**Sacred Heart Catholic
Community Hall**
Lapwai, ID 83540

This training is open for twenty clients only, so priority goes to TYAP Clients first, then TERO clients and then new clients. We are looking for clients who want to get into the construction trades and make this a career. You will have the opportunity to join the TERO/TYAP (TERO Youth Apprenticeship Program) and earn credits towards your training hours. Please pick up applications at the TERO Office 102 Agency RD Lapwai, ID. We are located inside the Pi-Nee-Waus Center. For info call (208) 621-4856 or email laatisl@nezperce.org

Pick up applications at the TERO Office ☺

TERO/TYAP TRADES

- General Laborer
- Carpenter
- Heavy Equipment Operator
- Painter
- Universal Worker

EARN CERTICATES IN

- HEO Card-various levels
 - Forklift safety/operation
 - Flagging Card
 - OSHA 10
 - Hazmat First Responder
 - First Aid/CPR & AED
 - Stop the Bleed Cert.
 - Excavation/Trenching Safety
 - Fall Protection/Confined - Space Awareness
 - Blueprint Reading
 - Construction Math
 - Commercial Pre-Trip Inspection
 - Load Securement Training
 - Land Grade Basics
 - Cement and Asphalt Basis (Including a cement project)
 - Career Ready Skills (cover letters, resume, mock interviews, job search)
- And so many more!

Northern Region Fire Hire Event: We will be advertising our permanent fire jobs GS-3 through GS-9. Apply from **August 23 - September 24, 2024** on www.usajobs.gov - all Fire Hire specific announcements can be searched in USAJOBS by keyword 25-FIRE. Applicants may also search by City, State (duty location). For more information [CLICK HERE](#).



Fire Cache Hiring Event: We're going to be hiring for jobs in a variety of exciting and rewarding career fields, such as supply management specialist, supply technicians, engine mechanics, inventory management specialists, and much more. Positions will support our National Interagency Cache teams in managing logistical efforts such as supply, inventory, and maintenance of fire equipment. These positions will be open on [USAJOBS September 11–20, 2024](#). For more information [CLICK HERE](#).

Need Help With Your Resume or Applying, Career Planning? No Problem...

Use this link to sign up directly for a time to visit: [Book time to visit with Amber, CLICK HERE!](#)

More Resources:

To begin with, please visit our website to learn more about the jobs we have and the process. In particular, see our "Tips – How to Get a Forest Service Job" and "Frequently Asked Questions" on our website at: <http://www.fs.usda.gov/detail/r1/jobs> on the right hand side in the Quick Links box.

Here are a few more links for helpful information: Watch our Hiring Webinars where Forest Service recruiters walk through several topics regarding eligibility, applications, USAJOBS, resumes, and more.

- [Tips for Job Seekers](#)
- [How to Write a Federal Resume](#)
- [Tips for Applicants](#) is a guide to understanding and completing the Forest Service application process.
- To determine if you qualify for jobs and grades, [please follow this link by clicking here](#).

And again, if I can be of further help - feel free to contact me using all the information below.



Amber Kamps
Outreach, Recruitment, & Retention Program Specialist
Forest Service

Northern Region

p: 406-439-9138
amberdawn.kamps@usda.gov

PO Box 74
Ovando, MT 59854
www.fs.fed.us



Caring for the land and serving people

External: [Book time to visit with Amber, CLICK HERE!](#)

External Info Site: <http://www.fs.usda.gov/detail/r1/jobs>

Internal Info Site: <https://usdagcc.sharepoint.com/sites/fs-r01-orrt/SitePages/Out-reach%20Process.aspx>