

~MARCH 17, 2025 ~



NEZ PERCE TRIBE

JOB OPENINGS

ACTIVE JOB SEEKERS LIST

In addition to our internal and external job opportunities, there are occasional temporary appointments. If you are interested in joining our active job seekers, please submit a completed Nez Perce Tribe application with a current driver's license record (DLR). Active job seekers will be screened accordingly and referred to temporary appointments based on education, qualifications and experience. Tribal/Indian preference applies. Certain positions may require a valid driver's license with ability to be insurable under the Tribe's policy.

Open only to qualified IN-HOUSE applicants for the following positions:

In compliance with the Human Resource Manual 2.2.4: All vacancies will be advertised "IN HOUSE" for all employees and Tribal members for a minimum of two weeks. Should a qualified RIF'ED employee apply, they will be given preference per the Nez Perce Tribe HRM 4.10.

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **BUS OPERATOR [HR-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) 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) 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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 12)**

The Nez Perce Tribe Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL(S) [HR-24-196] (Part-time (29 hrs. or less)/Lapwai)**. To lead and support the station activities, and to supervise their specific program area to ensure the safety of all Club members. Provide programs and activities within a specific program area such as Arts & Crafts, Gym, Games Room, Education Center and Teen Center. Provide guidance and discipline while building relationships utilizing the Youth Development Strategy. This position is supervised by the unit director. Responsible for planning, implementing, and evaluating educational activities in compliance with Boys & Girls Club Performance Standards. Requires a high school diploma 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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 9/Step1)**

The Nez Perce Tribe Department of Social Services/Children's Home is recruiting for: **RESIDENT MENTOR [HR-24-199] (Full-time/Lapwai)**. To provide a safe, accountable and consistent environment at all times, by being responsible for all immediate care duties to children ages birth-17 referred to the Children's Home. Works according to procedures, including daily written reporting, complying with finance procedures and performing daily activities and tasks to assist client with social, emotional, and physical growth. Complying with the procedures as well as developing the skills necessary to manage difficult behavior that may arise due to the high levels needs of clientele served. Requires strict confidentiality, and candidate must demonstrate a healthy lifestyle within the community. This position is under the immediate supervision of the Children's Home Specialist. Requires a High School Diploma/GED. One (1) year of experience dealing with children in group environments is required. Ability to complete CPR/First Aide certification within thirty (30) days of hire, and Food Handlers certification with thirty (30) days of hire. Complete on-going-in-service training within ninety (90) days of hire. Must be drug free and free from physical conditions which might adversely affect performance as a childcare provider in twenty-four (24) hour seven (7) days a week facility. Required to submit to periodic or directed drug and/or alcohol testing. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 10)**

The Nez Perce Tribe Department of Education/ECDP Program is recruiting for: **CUSTODIAN [HR-24-210] (Full-time/Lapwai)**. Responsible for cleaning all ECDP buildings and premises according to procedures, checklists, and general supervision of the Health & Safety Specialist. Ensures all ECDP buildings and premises including storage sheds are locked on a daily basis. Maintains entranceways to buildings, including sidewalks and trash. Maintain ECDP grounds and playground year-round. Requires handling or using machines or equipment. Requires six (6) months experience in the custodial or general maintenance field. Requires High School Diploma/GED. 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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 5)**

The Nez Perce Tribe Department of Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-25-109] (Full-time/Lapwai)**. The Program Director is a member of the administrative staff team, assisting the Unit Director and supporting Club personnel, Club members and all Club grants, programs, activities and events. Responsible for providing onboarding and continued training for Club personnel, supervising Club personnel, ensuring safe, fun and a positive environment; Will provide guidance and discipline for Club members and notify or communicate with Club member's parent/guardian on any Clubhouse information, accident/incidents and/or behavioral issues and suspensions involving their child. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year college. Must possess and maintain CRP, First Aid, and Automated External Defibrillator (AED) Certification within six (6) months of employment. Must pass a criminal background check.



Requires previous management experience and one (1) year supervisory work experience with youth ages 5-18. Experience with Boys & Girls Clubs preferred. [Class description available at the NPT Human Resources Department.](#) The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 13)**

The Nez Perce Tribe Water Resources Division is recruiting for: **WATER RESOURCES TECHNICIAN I [HR-25-113] (Full-time Seasonal/Lapwai)**. This seasonal position starts in March or April and ends in October or November, depending on the weather for riparian tree planting. The successful applicant will join a professional and experienced team working to restore and enhance streams and wetlands. Primary duties include planting potted trees along streams using power and hand tools, building and installing protective tree cages, and supplemental watering at riparian restoration sites on the Reservation. Other duties may include, but are not limited to, maintaining accurate records of work activities and information gathered for program reporting requirements; fence building/repair; noxious weed control; restoration site maintenance; stream health surveys; operating power equipment; using GPS devices; and performing other duties as assigned. Requires the ability to be self-motivated and work constructively with team members; problem-solving skills, 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 a high school diploma or GED. [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 and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 9)** (wage range \$17.85 and up DOE)

The Nez Perce Police Department is recruiting for: **ASSISTANT RECORD CLERK/EVIDENCE TECHNICIAN III [HR-25-114] (Full-time/Lapwai)**. To provide administrative support to the Nez Perce Tribe Law Enforcement Program. Will work in answering telephones, receiving the public, providing customer assistance, data processing, record-keeping, evidence-handling techniques and methods. Will do community outreach operations, planning, and civil processes. This position is a sworn officer due to the confidentiality of issues/matters that are dealt with daily. Supervised by the Administrative Supervisor. Requires two (2) years of college (48 credits). Three (3) years of relevant experience may be substituted for each year of college education. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and complete background investigation prior to hire and retain employment. Must have good conduct and honorable discharge from military service if applicable. Requires three (3) years' experience in an office setting. [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 and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **This position closes 3/21/25. (Grade 14)**

The Nez Perce Tribe Finance Department is recruiting for: **ADMINISTRATIVE SPECIALIST III [HR-25-115] (Full-time/Lapwai)**. To provide a high level of administrative support services on behalf of a busy Finance Department, being proactive and utilizing independent judgment when necessary to perform at an above-standard work level. Responsible for assigned tasks and emphasize exceptional customer service to office visitors, working under the direct supervision of the Finance Manager, but also available to offer assistance to help meet the needs of other



department staff. Works according to set procedures and general supervision and may also develop suggestions for specific enhancements to work methods and sequences with approval of the Finance Manager. Requires two (2) years college or technical level training Business Communications coursework and some basic Accounting courses or an understanding of basic concepts, would be beneficial and preferred. One (1) year of related tribal government experience preferred. 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 and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **This position closes 3/21/25. (Grade 13)**

The Nez Perce Tribe Department of Natural Resources/Wildlife Division is recruiting for: **PROFESSIONAL I – CONSERVATION PLANNER [HR-25-116] (Full-time/Lapwai)**. This team-based position will be responsible for collaboratively developing and writing an endangered species (California condor) field management plan, assisting with refinement of regional habitat analysis, and MOU partnership development. This is an opportunity to join the Wildlife Division's condor reintroduction planning efforts as a positive team player offering effective collaborative communication for long-term project sustainability to eventually reintroduce California condors to Nez Perce homelands. This is primarily a planning and writing position that requires technical writing skills, systems thinking, team collaboration, data review/analysis, and may at times involve field work and presentation activities with a variable work schedule. This three (3) year position requires a Bachelor's degree (Master's preferred) in a related field. Related field and/or course work requirements defined in job expectations. Experience does not substitute for a degree. Technical experience in related field preferred; demonstrated leadership experience preferred. Technical scientific, data review and analysis experience preferred. Class/job description available at the NPT Human Resources Department. Please provide a resume, cover letter, writing sample, and college transcripts. The Nez Perce Tribe is a drug free work environment, preemployment drug testing required. Requires a valid driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 17)**

The Nez Perce Tribe Department of Natural Resources/Wildlife Division is recruiting for: **PROFESSIONAL II – CONSERVATION BIOLOGIST [HR-25-117] (Full-time/Lapwai or Joseph, OR)**. This team-based position will be in a supervisory role and will be responsible for facilitating development of a California condor field management plan and MOU, refinement of regional condor habitat analysis, management of relevant subcontracts, team building, partnership development, outreach and education. This is an opportunity to join the Wildlife Division's condor reintroduction planning efforts as a positive team player offering effective collaboration skills for long-term project sustainability to eventually reintroduce California condors to Nez Perce homelands. Requires technical writing skills, systems thinking, partnership collaboration, field work, data collection/ review and analysis, and outreach and presentation activities with a variable work schedule. This three (3) year position requires a Bachelor's degree (Master's preferred) in a related field. Related field and/or course work requirements defined in job expectations. Experience does not substitute for a degree. Requires three (3) years of related professional experience, or two (2) years of professional experience with Master's degree, and one (1) year of supervisory experience. Please provide a resume, cover letter and college transcripts. Experience must be at a professional level. Requires. 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 and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until it is filled. (Grade 19)**



The Nez Perce Tribe Department of Natural Resources/Wildlife Division is recruiting for: **PROFESSIONAL II – CONSERVATION COORDINATOR [HR-25-118] (Full-time/Lapwai or Joseph, OR)**. This is an exciting opportunity to join the Wildlife Division's team to work on a project that is part of the Tribe's landscape-level adaptation planning effort to help ensure the survivability of an endangered species (California condor), regional wildlife, culturally important plants, and other cultural resources. The coordinator will help facilitate and lead the efforts of the Camas to Condors (C2C) partnership, plan workshops, facilitate meetings, implement field surveys and prepare a biocultural management plan for the Joseph Canyon area in NE Oregon. The coordinator will also help write grants for future funding and develop a condor reintroduction funding coalition. This is an opportunity to join the Wildlife Division's condor recovery planning effort as a positive team player offering effective collaboration skills for long-term project sustainability to eventually reintroduce California condors to Nez Perce homelands. This three (3) year position requires a Bachelor's degree in a related field (Master's preferred) and three (3) years of related professional experience. Team facilitation experience in a related field and demonstrated organizational leadership preferred. Requires one (1) year supervisory experience. Related field and/or course work requirements defined in job expectations. Experience does not substitute for a degree. Please provide a resume, cover letter and college transcripts. 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 and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until it is filled. (Grade 19)**

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

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) 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) 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) 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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 5)**

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

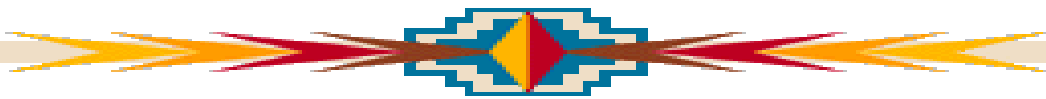


unofficial college transcript and educator certification; and a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 16)**

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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 21/\$31.71)**

The Nez Perce Tribe Police Department is recruiting for: **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) 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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 5)**

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) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 13)**

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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 14)**

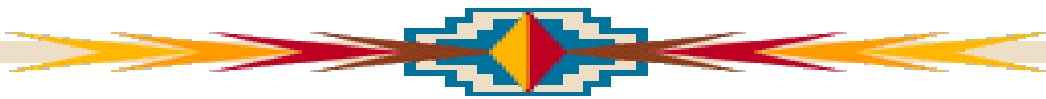
The Nez Perce Tribe Nimiipuu Energy is recruiting for: **MANAGER IV [HR-24-183] (Full-time/Lapwai).** Responsible for the day-to-day management, administering programs, projects, P&L, and business operations within Nimiipuu Energy. Provides departmental, Tribal, and interagency coordination, develops departmental policy, present departmental recommendations to appropriate subcommittees, NPTEC, and Nez Perce Tribe Holding Company. Coordinates and communicates with other Program/Department Managers at the administrative level to implement Tribal and program policy and operations. Responsible for the development, implementation, and oversight of de-



partmental contracts and/or projects. Provides representation, coordination, and communication with other agencies, members of legislative bodies, and the public regarding the department direction, goals, and objectives; responsible for completion and presentation of departmental information and reports as required: provide departmental supervision and oversight to ensure project development, budgets, annual reviews, reports, and personnel administration are implemented as designed. Under the direct supervision of the Nez Perce Holding Company Chairperson. Requires a bachelor's degree in engineering, environmental science, natural resources, or related field (master's degree preferred). Please include college transcripts and resume with your application. Requires ten (10) years professional level experience (seven (7) years' experience with master's degree), three (3) years of supervisory experience, knowledge, and experience with natural resource research, management, or policy is 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 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) where you have been licensed to drive in the last three years. **Open until filled. (Grade 28)**

The Nez Perce Tribe Nimiipuu Energy is recruiting for: **ELECTRICAL ENGINEER [HR-24-184] (Full-time/Lapwai).** Responsible for utilizing knowledge in the power industry to provide technical recommendations to Nimiipuu Energy initiatives. Individual will possess professional, innovative, and detail-oriented focus on power systems to solar photovoltaic energy. Responsible to provide expertise on protection, controls, policy and procedures, and critical electrical infrastructure. Includes oversight of system designing, testing, and implementing effective engineering system. Under the direct supervision of the Nez Perce Tribe Nimiipuu Energy Manager. Requires a bachelor's degree in engineering, electrical engineering (master's degree preferred). Please include college transcripts and resume with your application. Engineer (PE) status preferred. OSHA10/30 required. NABCEP PV Installation Professional or PV Design Specialist preferred. Requires a minimum of five (5) years of professional experience; solar system design experience preferred. Minimum of two (2) years of supervisor 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) where you have been licensed to drive in the last three years. **Open until filled. (Grade 27)**

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-24-198] (Full-time).** To protect and serve the people of the Nez Perce Tribe. The class is responsible for enforcement of tribal, city, state, and federal laws, ordinances, codes, and regulations for assigned areas of responsibility. Works within a general outline of work to be performed; develops work methods and sequences under general supervision. Must reside within thirty (30) miles' radius of assigned workplace and response from residence to the Nez Perce Indian Reservation within thirty (30) minutes of notification when on-call or recalled to duty for emergencies and manning shortfalls. Requires a High School Diploma/GED or equivalent and college level education preferred. Requires proof of U.S. citizenship. The lateral entry officer must be at least twenty-one (21) years of age. Requires basic police officer training course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officers Standards and Training (POST) Academy from any state. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation, and a complete background investigation prior to hire and to retain employment. The candidate must enter into a contract with the Tribe to work for four (4) consecutive years from date of hire. Successful applicants will be placed on a one (1) year probationary period to be completed before permanent assignment. Requires a positive work history that reflects a strong work ethic, good character and a willingness to learn and follow instructions. Class description available at the NPT Human Resources Department. Requires a valid driver's



license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 21/\$31.71 (DOQ))**

The Department of Fisheries Resources Management is recruiting for: **PROFESSIONAL I - FISHERIES RESEARCH EVALUATIONS BIOLOGIST [HR-24-201] (Full-time/Joseph, Oregon)**. 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. Position will assist in the data field compilation, analysis and written presentation of fisheries information. Position 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) where you have been licensed to drive with 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 Fisheries Resources Management is recruiting for: **PROFESSIONAL V - FISHERIES RESEARCH DATA MANAGEMENT PROJECT LEADER [HR-24-203] (Full-time/Lapwai)**. Duties include implement, maintain, repair Research Division Databases including oversight of the divisions centralized database management system(CDMS), monitoring and improvement of performance, capacity, managing and developing data flows to integrate into internal and external data resources, and strategic planning for future expansion requirements. Oversee development and implementation of data management and website applications using Microsoft SQL server, JavaScript, C# webservices, and application programming interface endpoints. Manage Git version control software and remote GitHub code repositories for creating collaborative and efficient workflows. Responsible for maintenance and operation of Fisheries website to include visual publication of summarized data from internal and external sources to promote and enhance providing real time information to the public. Coordinate with all Fisheries Departments for efficient publishing and storing of pertinent databases and publishing of necessary information. Coordinate with external sources, such as Columbia River Inter-Tribal Fish Commissions Streamnet, FINS, RMIS, etc. to assist with data/information sharing as required by contractual obligations and Tribal objectives. Position will also lead/assist with management of Division budget data and analysis, and must demonstrate excellent written and verbal communication skills, and possess skills with spreadsheets, databases, and analysis software. Position will lead, train, and supervise staff as needed. Requires bachelor's degree (master's Preferred) in related field. Experience does not substitute for degree. Related field and/or course work requirements defined in job expectations. Requires five (5) years related professional experience (three (3) years with a master's degree), and two (2) years supervisory experience. 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) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 22) Pay starting at \$33.35/hr. and up DOE.**



The Nez Perce Tribe Social Service/"UUYIT KIMTI (New Beginnings) is recruiting for: **ADVOCATE OF SAFETY & WELLNESS [HR-25-104] (Full-time/Lapwai)**. To be responsible to providing advocacy to victims of crime, dating violence, sexual assault and stalking. Requires being able to work directly with victims to assist them by managing intake process and case management as well as keeping a filing system for clients. Responsible for responding to victims in crisis and emergency settings as well as coordinating needs, attending court, providing transportation, providing information, referrals, and assistance to victims. Requires data collection and storage and attending meetings and trainings. This position is under the immediate supervision of the Uuyit Kimti Director. Requires associate degree or two (2) years of college completed in related field of criminal justice, social services, social work. Please include college transcript. Three (3) years of work-related experience in prosecution/victim advocacy in domestic violence cases and/or Tribal prosecutor's office experience substitutes for one (1) year of college. Requires two (2) years successful work experience in Social Work, Law enforcement, a Prosecutor's Office, Court or closely-related program. Must have familiarity with law enforcement, prosecutorial, and judicial processes and of local social service agencies and resources. Must be experienced in 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 and wellness. Requires a background check to be completed within thirty (30) days of hire, adverse finding can revoke official 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) where you have been licensed to drive in the last three (3) years. **This position closes 3/21/25. (Grade 13)**

The Nez Perce Tribe Department of Natural Resources/Bio-Control is recruiting for: **INVASIVE PLANT BIO-CONTROL TECHNICIAN II [HR-25-105] (Full-time/Lapwai). WE NEED YOU** to be part of our biological control team. Technician will be responsible for assisting the Nez Perce Tribe in efforts to rear and establish populations of newly approved bio-control insects for combating invasive weed infestations that occur within the Pacific Northwest. The primary rearing efforts will take place at the Center's greenhouses, outside gardens, and other locations within the Nez Perce Reservation and Pacific Northwest. Technician will be responsible in assisting with plant propagation, and with collection and redistribution of bio-control insects from field sites to areas of need. Technician will also assist with bio-control research and monitoring efforts, including data collection and management. Some time may be spent overnight in remote areas with team members. Requires two (2) years of college education (48 credits). Please provide college transcripts. Three (3) years of relevant experience is equivalent to one (1) year of college. Requires one (1) year of relevant experience to project needs of working with insects/animals and plants and six (6) months leadership experience. Required to obtain and maintain current certification in CPR/First Aid/Defensive Driving/ATV Safety. 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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 11) (wage range \$19.54 and up)**

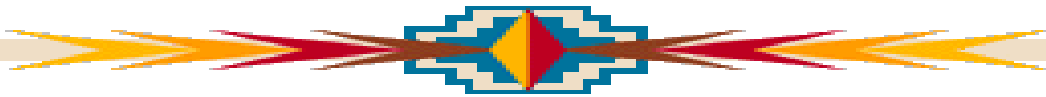
The Department of Fisheries Resource Management is recruiting for: **FISHERIES TECHNICIAN(S) I – HR-25-107**. Start your Fisheries Career NOW!!!! Come and work for the Nez Perce Tribe Fisheries Resources Management Department. Current openings for all positions are now open and WE NEED YOU to be a part of our Fisheries Team – Apply Now! 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 high school diploma in Spring of 2025 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. Current Openings Include jobs in all Fisheries offices: Orofino, McCall, Lapwai, Sweetwater, Powell, and Dworshak Hatchery in Idaho, and in Joseph Oregon. Requires a High School Diploma/GED. General work experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. This position **Open Until Filled. (Grade 9) (wage range \$17.85 and up)**

The Department of Fisheries Resource Management is recruiting for: **FISHERIES TECHNICIAN(S) II – HR-25-108**. 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 – Apply Now! Multiple positions currently open!!! 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. Current Openings Include jobs in Fisheries offices: Orofino, McCall, Lapwai, Sweetwater, and Joseph Oregon. 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) where you have been licensed to drive within the last three (3) years. **Open Until Filled. (Grade 11) (wage range \$19.54 and up)**

The Nez Perce Tribe Water Resources Division is recruiting for: **CLIMATE POLLUTION REDUCTION GRANT (CPRG) COORDINATOR [HR-25-112] (Full-time/Lapwai)**. Responsible for managing multi-million-dollar projects under the EPA Climate Pollution Reduction Grant and ensuring compliance with tribal, federal, and grant-specific regulations. This initiative focuses on implementing ambitious climate resilience measures, including energy audits, solar installations, wood stove replacements, climate-ready housing upgrades, battery storage deployment, EV infrastructure development, afforestation, and sustainable fleet transformation. The Coordinator will lead strategic planning, budget management, grant administration, performance monitoring, and staff supervision. The role requires strong organizational skills, stakeholder coordination, and the ability to meet aggressive project deadlines while achieving objectives. Requires a bachelor's degree in Environmental Science, Renewable Energy Technology, Climate Science, Environmental Policy, Business Administration, Project Management, or a related field (Master's preferred). Requires five (5) years of professional-level project management experience (three (3) years with a master's degree), including two (2) years of supervisory experience. Must possess strong organizational skills, stakeholder engagement expertise, and experience in budget planning and grant administration. 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 and the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 22)**

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

To apply: Recruitments for *Entry Level Positions (Grade 15 and below)* will require a completed Tribal application only. Recruitments for *Professional Positions (Grade 16 and above)* will require a completed Tribal application and resume. **Please submit one application per position:**

Nez Perce Tribe Human Resources Office

ATTN: **Job Name & No.**

P.O. Box 365


Lapwai, Idaho, 83540

Phone (208) 843-7332 Fax (208) 843-7414

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

OTHER EMPLOYMENT OPPORTUNITIES

- **Nez Perce County is recruiting for: Accounts Payable/Accounting Coordinator, Cyber Security Specialist (OUF), Deputy Prosecuting Attorney.** View complete job requirements and obtain application info @ www.co.nezperce.id.us/Departments/Personnel or pick up at the NPC Personnel Dept 1225 Idaho St., Lewiston, ID. EOE and accords veteran's preference.
- **Idaho Department of Labor, Orofino, ID is recruiting for: Clinic Navigator (#2346552), CMA/LPN/RN (#2346554), Mammography Technician (#2346555), Caregiver of C.N.A./Weippe (#2346558), Psychiatrist-SHN (#JC273614532), Production Worker (#2240259), Teen Center Staff/Kamiah (#2311436), Activity Bus Driver (#2288108).** For more information and how to apply go to <https://idahoworks.gov>. Closing dates very depending on positions.
- **Lapwai School District is recruiting for: Certified Substitute Teachers, Behavior Interventionist, High School Baseball Coach, High School Assistant Baseball Coach, Substitute Teachers, Bus Drivers, Custodians, and Kitchen Help.** Applications can be found on the website www.lapwai.org, or contact Connie Desjarlais at the District Office: (208) 843-2622 at ext. 3. **Positions are open until filled.**
- **AVISTA is recruiting for: Real Estate Representative, Construction Services Technician, Gas Customer Project Coordinator, Resource Planning Analyst, Helper Mechanical/Structural, Communications Engineer, Transmission Line Design Engineer, Journeyman Network Technician, HR Recruiter, Generation**



Power Engineer, Scrum Master, Warehouseman, External Reporting Manager, Sr. Civil Engineer/Deputy Chief Dam Safety Engineer. 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: Deputy Executive Director (2 positions), Warming Station Operations (Seasonal) (READVERTISED), Veteran Services Officer (part time), Equipment Operator I or II (1position), Land Technician (1 to 2 positions), Toxics Intern III, Field Archaeologist, Archaeologist I/II (2 positions), Fish Habitat Biologist II - Umatilla Project (2 positions), Fish Technician I-II I ?lmtwaha, Fish Technician I/II - Hatchery (Facility Watch Operator)(3 Mile Falls, Dam)/Biomonitoring Project, Supervisory Forester (READVERTISED), Forester (READVERTISED), Forestry Technician – Fuels, Range Technician (Seasonal), Program Manager, Water Resources Program (READVERTISED), Water Code Administrator/Water Resources Specialist II (READVERTISED), Preschool Educator II (REVISED), Resident Services Coordinator, Computer Support Technician II, Public Transit Bus Driver (up to 2 positions) (Part-time) REVISED, Public Transit Bus Driver (Full Time) READVERTISED, Communication Officer (Dispatcher) (Re-Advertised) 4 positions, Firefighter/EMT Basic, Intermediate-Advance (up to 9 positions), Firefighter/Paramedic, Community Engagement Coordinator (READVERTISED), Facilities Maintenance Technician I, Surveillance Operator.** For more information and how to apply go to <https://ctuir.org>. Closing dates vary depending on positions.



NOTICE

Temporary Job Announcement

The **Nez Perce Tribe General Council** is currently seeking dependable, hardworking **TELLERS and SERGEANT-AT-ARMS** to assist with Nez Perce Tribal Executive Committee Non-Partisan Primary Election in all three Communities: LAPWAI, KAMIAH and OROFINO. Applicants must be an enrolled member of the Nez Perce Tribe and age eighteen (18) years or older. College students and/or unemployed individuals are preferred. **You must commit for the full day, April 5th.**

Applications are available on Nez Perce Tribe Website ([GC Teller and Sgt at Arms App](#)) under General Council or at Nez Perce Tribe Human Resources Office. **Application Deadline: FRIDAY, MARCH 21, 2025, by 4:30pm**

NPTEC Non-Partisan Primary Elections April 05, 2025

Wéeyes Community Building in Kamiah, ID
Páyniwaas Community Building in Lapwai, ID
Tewéepuu Community Building in Orofino, ID

Please submit application with copies of two types of identification (ex. Tribal ID, Driver's License) to:

Loretta Spaulding, Election Judge

Carey Reuben, Election Judge

Kayla Warden, Election Judge

By Email: electionjudges@nezperce.org

By Fax: 208.843.7414 or

By Mail:

Attn: Election Judges

General Council

P.O. Box 1050

Lapwai, ID 83540

For questions or inquiries, please contact: Loretta Spaulding at 208.621.3823 or email lorettas@nezperce.org, Carey Reuben, 208.621.3824 or email careyr@nezperce.org, Kayla Warden at 208.935.8798 or email kaylaw@nezperce.org.



Nez Perce Tribe
Requests for Qualifications (RFQ)
Institute of Museum and Library Services
Am'saaxpa "Place of Boulders" Feasibility Study

RFQ Schedule

RFQ Issued	3/17/25
Final date for questions related to RFQ	10 days post RFQ issue
Proposal Deadline	3/28/25
Applicant Interviews completed	4/1/25
Selection of Consultant or Consulting Firm	4/2/25
Approval of Contract by Nez Perce Tribal Executive Committee	4/15/25
Develop a Tribal Tourism Feasibility Study with Interested Tribal Council, Planning Team Members, Tribal staff, area stakeholders, and Tribal members	Months 2-11
Feasibility Study project completion	Month 12

Written responses (3 copies) and/or an electronic pdf (preferred) must be received by the Tribe no later than 4:30 p.m. PST on, March 28, 2025. Proposals received after this date will not be accepted or considered.

Direct questions about the RFP and send proposals to:

Aaron Miles, Sr.
Natural Resource Manager
Nez Perce Tribe
PO Box 305



Lapwai ID 83540

2moon@nezperce.org

208-621-3845

General Information

The Nez Perce Tribe is a federally recognized Indian Tribe seeking interest from qualified consultants/firms to complete a feasibility study to develop a 78-acre parcel owned by the Tribe, Amsaaxpa, in Joseph, Oregon. Funding to complete the feasibility study has been awarded to the Nez Perce Tribe by the Institute of Museum and Library Services. There are 3 major components of the feasibility study that includes the development of interpretive center, facilities development for the tribal staff, and development of the property for tribal member limited stay. The feasibility study must be completed by April 2024. The project outcome will assist the Tribe with a long-term management plan of Amsaaxpa. The consultant will conduct on site review and facilitate development of the study.

The Tribe encourages any inquiries with respect to Tribe expectations and will respond promptly to email queries. The consultant or firm to be selected for this project will be based on criteria as detailed further.

RFQ Process

One consultant or consulting firm will be selected, and the Tribe retains the right to refuse any or all proposals. The selection committee will review proposals and interview select individuals/firms based upon professionalism, costs, and timeliness. The highest rated firm will be selected for contract negotiations. The selection committee is comprised of staff from Department of Natural Resources, and the Office of Executive Direction.

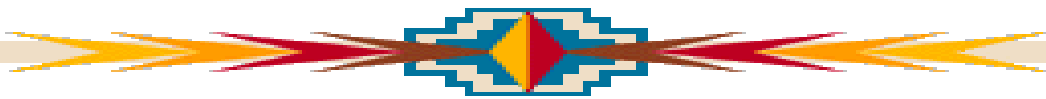
Background

The Nez Perce government is situated in Lapwai, Idaho, 15 miles east of Lewiston. The Tribe's overall vision for the reservation is to provide a safe, secure setting to enhance the health and welfare of all residents, to fulfill economic development strategies of a strong, well-diversified economy, and to preserve and perpetuate the Nez Perce culture and heritage for future generations of Nez Perce People.

The Nez Perce Tribe serves approximately 3,600 Tribal members through its departments and programs, including Economic Development, Enterprises, Transportation, Education, Social Services, Law and Justice, among others. Tribal Authorities include Housing and Nimiipuu Health. Tribal departments and programs are detailed on the Tribe's website: www.nezperce.org. The Nez Perce Reservation encompasses 1,208 square miles across five expansive counties, of which the Tribe currently owns or holds in trust a total of 19% of reservation land. Fishing, hunting and other rights are still utilized by Tribal members on land originally ceded to the U.S. government (1855 Treaty), a total of 7.5 million acres.

Scope of Work

The scope of services for this proposal will include the following:



Visioning

- a) The consultant/s work with tribal departmental leadership, to facilitate a visioning process for the property. Surveys may also be part of the process to complete a long-term vision for Amsaaxpa.
- b) Review current management goals of Amsaaxpa and actions passed by the Nez Perce Tribal Executive Committee
- c) Identify and assess strengths, weaknesses, opportunities, and threats for the interpretive center and the entire 78-acre parcel.
- d) Facilitate the development of goals and objectives related to the development of the interpretive center, facilities for tribal staff, and use of the land that benefits the tribal membership.
- e) Provide direct development of the feasibility study based on input.
- f) Submit recommendations for identified tourism opportunities, and land use development for the Tribe with short-term and long-term opportunities to help foster community and economic development and well-being.

Tribal Council and Tribal Staff Meetings


The consultant/s will work closely with the Tribe's Department of Natural Resources to develop the interpretive center, facilities development, and land use feasibility study. The consultant/s are expected to meet with the Natural Resource Manager for both onsite as well as virtual meetings. As necessary, members of the Nez Perce Tribal Executive Committee and tribal staff will allocate time to this project and will participate in the visioning process. Consultants will keep meeting minutes and notes, distributing to staff when requested.

Deliverables:

- a) A final Feasibility Study that includes an executive summary, findings, recommendations, goals, objectives, strategies, outputs, and intended outcomes that includes clearly meets the needs of the Nez Perce Tribe to share its rich history and culture and also provides a place for its membership to use.
- b) The study will address market demographics and market demand for the Joseph area, state of Oregon, and area surrounding property, for Tribal products, marketing strategies and branding, feasibility of Tribal tourism business allocated space; stakeholder resources, survey of community buy-in; prioritization of Tribal tourism opportunities for both the short and long term; and identification of resources available to the Nez Perce Tribe for tourism development.
- c) The completed Feasibility Study must be available to the public online editions, tribal membership, and the consultant must provide at least 30 spiral-bound print editions.

RFQ Response Requirements

- Cover Letter
- Profile of firm, including organizational chart, names and roles of all individuals involved in this project, total years in Tribal tourism efforts, and contact information.
- At least two examples of relevant written work related to Tribal governmental planning.
- Clear articulation of the approach to this project via a proposed schedule and description of the methods for public involvement.

- 
- Summary of qualifications, related Tribal experience, and references.
 - Inclusive fee schedule and total cost to accomplish the work.

Review

Proposals must be complete in order to be considered. All complete proposals received by the deadline will receive full consideration.

Proposals will be ranked based on the following criteria:

- Proposal to project objectives;
- Experience in successful completion of work of a similar size and scope;
- Qualifications to manage and provide services, including on similar size and scope projects;
- Tribe-related experience;
- Project management, approach, and methodology;
- Responses from client references;
- Cost of services;
- Other information that may be required or secured.

Each consulting individual or team submitting a response shall provide and pay for all materials, labor, transportation, fees, or expenses incurred to prepare a response to the RFQ, including presentation costs if selected for a final interview.

The Tribe reserves the right to reject any or all responses and/or engage in negotiation, waive any requirements, or otherwise amend or cancel the RFQ to achieve the Tribe's goals and objectives for this project. The information contained in this RFQ represents the Tribe's best information at the time of the release of the RFQ.

Payment of Contract

The Tribe will pay the initial 1/3rd of the total contract upfront. The second installment will be made upon completion of a draft management plan. The third and final installment will be paid when the Tribe receives a final draft is complete.

The consultants will also need to assist with written and verbal reports through the duration of the project.



NEZ PERCE TRIBE
(Department of Fisheries Resource Management)
is
Seeking Bid Proposals
For

NEZ PERCE TRIBAL HATCHERY CONCRETE RENOVATION OF S-CHANNEL FISH RACEWAY

LOCATION: Nez Perce Tribal Hatchery
18985 Hubbard Gulch, Juliaetta ID 83535

This project work consists of removal of river rock aggregate (8"-11" in size) and adding a slopped concrete overlay to approximately 6' x 160' of failing rubber liner in a fish rearing raceway. This overlay will be adjacent to existing concrete walls and edging. Bids should include the disposal of old materials, design, supplies, and materials (form materials, waterstop, re-bar reinforcements, joint sealer, etc.), delivery, placement, and finish of concrete. This project requires expertise in concrete forming, pouring, and finishing.

The general requirements of this project include:

1. Nez Perce Tribal Employment Rights Office (TERO) compliance as describe later in this document.
2. Design displaying slopped overlay, waterstops, and joint sealer of entire fish raceway.
3. Removal of all river rock aggregate within the raceway.
4. Provide all needed supplies and materials (form materials, waterstops, re-bar reinforcements, joint sealer, etc.).
5. Site preparation to ensure concrete overlay aligns with existing concrete walls.
6. Correct amount of re-bar needed to reinforcement concrete ensuring no cracking or failure once hardened and put into use.
7. Guarantee all work is watertight and no leaks happen during the first year of use. If the work fails contractor is required to repair all failed work as soon as possible.
8. All work areas will be cleaned up to the satisfaction of the Nez Perce Tribal Hatchery Manager at the end of the project, and as requested during construction.
9. The Nez Perce Tribal Hatchery Manager and General Contractor will conduct final approval of the project prior to closing out the contract.

GENERAL CONTRACTOR REQUIRED SERVICES AND EQUIPMENT:

1. Contractor will provide or subcontract for:
 - a. Concrete journeyman personnel for concrete design, forming, pouring, and finishing.
 - b. Guarantee all work for the first year of use (no leaks, cracks, or failure).
2. Contractor will provide all equipment and tools necessary to complete the project.
 - a. All concrete, rebar, and other construction materials for the concrete.



TRIBAL EMPLOYMENT RIGHTS OFFICE REQUIREMENTS:

This project is subject to administrative requirements set forth by the Nez Perce Tribe’s Tribal Employment Rights Office (TERO):

- A fee of 3.5% of the total contract amount must be paid by the General Contractor to the TERO office prior to beginning work activities. Fee can be paid to: Nez Perce TERO Program, PO Box 365, Lapwai ID 83540.
- A TERO Compliance Plan and Agreement (Plan) must be submitted by the General Contractor and approved by the TERO office prior to beginning work activities. The terms of the Plan as approved by TERO must be followed by the General Contractor and their Subcontractors hired for this project. The General Contractor is responsible to provide copies of the Plan to all their Subcontractors and Suppliers.
- Subcontractors must submit their own Plan prior to any work activities they will be involved in and comply with the terms of their approved plan.
- The General Contractor and all Subcontractors are required to attend a TERO Preconstruction meeting prior to beginning work activities. The General Contractor is responsible for contacting the TERO office to schedule the meeting and notify Subcontractors. All supervisory personnel listed by the General and Subcontractors are required to attend the Preconstruction meeting.

FOR TERO ASSISTANCE CONTACT:
Tribal Employment Rights Office
PHONE: (208) 843-7363
FAX: (208) 843-7365
EMAIL: laatisl@nezperce.org

MAIL COMPLETED TERO FORMS TO:
Nez Perce TERO Program
PO Box 365
Lapwai, ID 83540

INSURANCE/PERMITS:

1. General Contractor will provide proof of insurance prior to beginning work activities.

CONTRACT PERFORMANCE PERIOD: May 1, 2025 to September 1, 2025. **The concrete must be cured and watertight by September 1, 2025.** Site preparation and removal of existing material will be the contractor’s responsibility.

Contact Mike Bisbee at (208) 621-4637 or michaelb@nezperce.org for a site visit or additional information.

BID REQUIREMENTS:

Written bids are due by 4:30 p.m., March 31, 2025 and should be submitted to:

**Nez Perce Tribe Fisheries Department
PO Box 365, Lapwai, ID 83540
ATTN: Mike Bisbee; 2025 NPTH Concrete Bid
Or email to michaelb@nezperce.org**



NOTICE

Request for Proposals

Keep Full Generator Fuel

The Nez Perce Tribe Department of Technology Services is soliciting requests for proposals from qualified vendors to “Keep Full Generator Fuel” for 21 remote generator sites. The 21 sites are all within the Nez Perce reservation and each generator capacity varies.

Physical addresses were not included, please contact the names provided for the additional information. [NPT Generator List](#).

Proposals should identify the following:

- Cost per gallon (Oil Price Information Service (OPIS) + Markup + Delivery + Other Fees))
- Fuel fill schedule for each location
- Payment schedule for all locations
- Schedule/Cost for quarterly tank level inspection
- Response Time for Standard/Emergency Fueling

Questions can be directed to: Darren Summers 208-621-4740 darrens@nezperce.org or Jim Matuska 208-621-3500 jimm@nezperce.org.

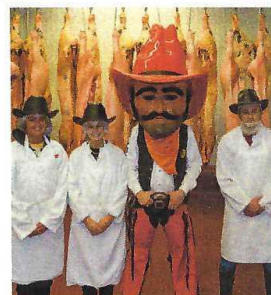
Proposals are to be sent to Attn. Melissa King: Nez Perce Tribe Dept. of Technology Services, PO Box 365, Lapwai, ID 83540-0365; by email to melissak@nezperce.org; or delivered in person at the Dept. of Technology Service, 120 Bever Grade, Lapwai.

Proposals will be accepted until 4:00 P.M. on April 11, 2025. The Nez Perce Tribe reserves the right to reject any and all proposals.



Robert M. Kerr Food and Agricultural Products Center & Osage Nation

Oklahoma Meat Mastery Training - 2025



Are you interested to learn about meat harvesting and processing?
Join a five week-long hands-on training organized by Oklahoma State University and Osage Nation.

Benefits:

- Free of-cost lodging at the OSU campus
- \$2,000 stipend after completing the training
- HACCP, sanitation, food defense, and GMP training

Contact:

Dr. Ravi Jadeja (ravi.jadeja@okstate.edu)

Submit your application using the link or QR code

<https://forms.gle/DamafwJ2cC3TGXEX6>



May 19 to June 20, 2025



ROBERT M. KERR
FOOD AND AGRICULTURAL
PRODUCTS CENTER