

~ DECEMBER 1, 2025 ~



# NEZ PERCE TRIBE

## JOB OPENINGS

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### ACTIVE JOB SEEKERS LIST

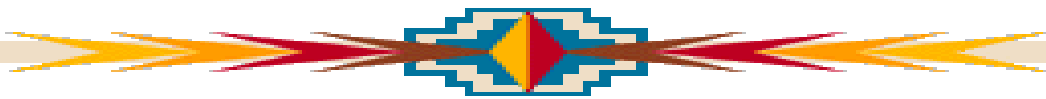
In addition to our internal and external job opportunities, there are occasional temporary appointments. If you are interested in joining our active job seekers, please submit a completed Nez Perce Tribe application with a current driver's license record (DLR). Active job seekers will be screened accordingly 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.

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*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 Department of Information Systems is recruiting for: **COMPUTER TECHNICIAN III [HR-25-158] (Fulltime/Lapwai)**. To provide technical support for computer, networking and telecommunication applications. Responsible for assisting with the maintenance and operations of computer/telecommunication networks. Works within a general outline of work to be performed, developing work methods and sequences under general supervision. Some essential Tasks: Install, configure and maintain network operations; servers, hubs, routers, and switches; Program, maintain and configure filtering and/or monitoring equipment; Maintain database systems; creating, editing, maintaining, and/or servicing; Perform advanced troubleshooting on networking and telecommunication equipment; Provide written reports and/or documentation on standard operating procedures and/or user manuals; Maintain operational passwords for all security systems and equipment. Requires bachelor's degree, vocational technical degree, or specialized training equivalent to satisfactory completion of four (4) years of



college education with emphasis in computers or a closely related field. Requires five (5) years in Information Systems, one (1) year supervisory experience, and one (1) year cuffed accounting or budget maintenance. 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 16)**

The Nez Perce Tribe Department of Planning and Economic Development Program is recruiting for: **PROPERTY DIRECTOR [HR-25-172] (Full-time/Lapwai)**. Responsible for overseeing the planning, development, acquisition, management of tribal properties, commercial real estate projects, and community development initiatives. This position plays a critical role in ensuring that tribal land assets are developed and maintained in alignment with the Nez Perce Tribe's strategic goals, cultural values, and long-term economic development vision. This position leads multi-disciplinary efforts involving land-use planning, real estate acquisition, project financing, contract negotiation, construction management, and stakeholder coordination. Collaborates across tribal departments and external partners to ensure the successful delivery of high impact development projects that strengthen the tribal economy and preserve the Tribe's cultural and environmental heritage. Under the direct supervision of the Department of Planning and Economic Development Manager. Requires a bachelor's degree in real estate development, Urban or Regional Planning, Business Administration, Civil Engineering, Architecture, or related field. Requires five (5) years of experience in real estate development, project management, planning, or related fields. Experience working with tribal governments or in indigenous community development is highly preferred. Requires two (2) years of direct supervisory experience. Demonstrated success managing large-scale development projects from concept to completion. Experience in land use planning, zoning, permitting, and environmental review processes. Strong knowledge of financial modeling, budgeting, and property market analysis. Knowledge of applicable laws and regulations related to tribal lands, federal grants, property rights, and construction. Position 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 report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 24)**

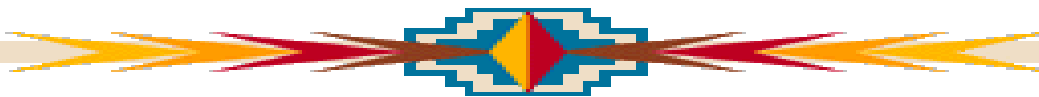
The Nez Perce Tribe Judicial/TERO (Tribal Employment Rights Office) Program is recruiting for: **TOSHA SAFETY OFFICER [HR-25-173] (Full-time/Lapwai)**. To perform site and operational specific safety loss control functions including but not limited to: risk management evaluations, coordination of safety activities, coordination and implementation of safety training activities, assuring that working conditions are not detrimental to employee health, operational environmental risk management, providing safety education and regulatory compliance enforcement for the Nez Perce Tribal operations and facilities. The position reports to the TERO Director, who reviews the Safety Officer's work for adequacy of professional judgment, compliance with applicable Policy & Procedures and completion of job assignments in a timely manner. Requires a bachelor's degree and two (2) years of experience as a Safety Professional with ability to evaluate potential safety risks at construction sites, conduct safety related training, perform hazard assessments and perform and conduct accident investigations in injury/property incidents. Requires five (5) years of experience as a Safety Professional. Must have demonstrated successful work experience as a safety officer at a supervisor or manager ranked level performing work operations and facilities safety management. 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 report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 17)**



***Re-Advertise:*** The Nez Perce Tribe Social Services/Financial Assistance Program is recruiting for: **USDA FOOD DISTRIBUTION ASSISTANT [HR-25-174] (Temporary Part-time/Lapwai)**. To supervise and promote, receive and distribute foods to households on or near the Reservation. Will be responsible for connecting with "socially disadvantaged vendors", providing excellent customer service to vendors and community members accessing food during distributions, with a goal of two per month, purchasing and storing food, scheduling deliveries and/or pick-up of products, outreach, data collection, and reporting. Requires a High School Diploma/GED. Requires three (3) years of experience working in a diverse and multicultural community and with vulnerable populations such as those experiencing poverty, homeless and seniors. Must have the ability and interest to greet the public and handle difficult situations on the phone in a professional manner. Ability to carry out assigned duties/projects in an efficient and timely manner with minimal supervision and must be able to handle multiple projects and work within defined timelines. Must have knowledge with computer processing equipment and software, Word, Excel, PowerPoint, Outlook and other Office site software. Criminal background check clearance must be done within ninety (90) days of hire. Position is supervised by the USDA Food Distribution Director. Position 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 report (DLR) where you have been licensed to drive in the last three (3) years. **This position closes 12/12/25. (Grade 10)**

The Nez Perce Tribe Executive Director's Office is recruiting for: **CONSTRUCTION PROJECT COORDINATOR [HR-25-180] (Full-time/Lapwai)**. Responsibilities include, but are not limited to, providing project coordination, program monitoring, electronic records, reports, and workflow; providing good customer service; coordinating with construction contractors; ensuring proper record keeping and data analysis; maintaining good communication; and work toward continuous improvement. Requires two (2) years of college education (48 credits). Associates degree preferred. Three (3) years of relevant job experience may be substituted for each year of college education. Requires six (6) years of related experience to project needs, and one (1) year supervisory 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 report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 15)**

The Nez Perce Tribe Nimiipuu Energy is recruiting for: **FINANCIAL ACCOUNTANT [HR-25-184] (Full-time/Lapwai)**. Responsible for overseeing financial accounting and project accounting functions to ensure accurate reporting fiscal accountability, and compliance with tribal, state, and federal regulations. The position supports NMPE leadership by preparing and analyzing financial statements, managing budgets and forecasts, and providing financial insights for decision making. Position combines operational and financial accounting responsibilities, requiring strong technical skills, analytical abilities, and the capacity to support both daily financial transactions and long-term project cost management. Requires a bachelor's degree in accounting, Finance, or related field. Three (3) years' experience will substitute for one (1) year formal education. Minimum of five (5) years of professional experience in financial, project, or cost accounting. Certified Public Accountant designation preferred. Experience with accounting/project management software and advanced proficiency in Microsoft Excel. Demonstrated ability to analyze financial data, prepare reports, and provide strategic recommendations. Advanced knowledge of accounting principles, budgeting, and forecasting. Strong understanding of Generally Accepted Accounting Principles (GAAP) and financial reporting requirements. Ability to manage multiple priorities and meet deadlines with accuracy and attention to detail. Strong communication and interpersonal skills, with the ability to explain financial information to nonfinancial staff. Previous experience in energy, utility, construction, or related industries preferred by not required. Requires the ability to pass an extensive background check within the first three (3) months of employment. Position 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 where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 20)**



The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL I - SRBA PRODUCTION BIOLOGIST [HR-25-185] (Full-time/Ahsahka, ID.)**. This position assists the Dworshak Hatchery Manager (USFWS) in production of 2.1 million Steelhead smolts, 1.1 million spring Chinook smolts, 280,000 coho, trout and other species as assigned. Responsibilities include: personnel supervision, scheduling, planning, fish culture and fish health, data collection, analysis, summarization and reporting. Work schedule includes rotating duty on weekends and holidays as assigned. Physical requirements are medium to heavy work that involves walking or standing most of the time and exerting up to 100 pounds of force on a recurring basis. Duty station is Dworshak Hatchery, Ahsahka, ID. Requires Bachelor's degree in related field. Related field and/or course work requirements defined in job expectations. Technical experience in related field preferred; demonstrated leadership experience preferred. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 17)**

The Nez Perce Tribe Social Services/TANF (Temporary Assistance for Needy Families) Program is recruiting for: **TANF DIRECTOR [HR-25-186] (Full-time/Lapwai, ID.)**. This essential position ensures the delivery of confidential, culturally grounded, and client centered financial assistance and case-management services that help families achieve long-term self-sufficiency. The Director oversees program planning, operations, budgeting, and compliance with tribal, state, and federal regulations while promoting the four core purposes of TANF. Responsibilities include supervising staff; developing policy, procedures, and operational manuals; ensuring equitable service delivery; coordinating services with tribal, state, and federal partners; and providing strategic leadership during natural disasters and emergencies. The ideal candidate is a strong writer and communicator, skilled in data analysis, case management, policy development, and community collaboration. Requires a Bachelor's degree in a related field, six (6) years of relevant experience, three (3) years of supervisory experience, and knowledge of social service systems, laws, and community resources. Applicants must 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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 23)**

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*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 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 Nez Perce Tribe Water Resources Division is recruiting for: **PROFESSIONAL III – ELECTRIC VEHICLE (EV) PROJECT COORDINATOR [HR-25-131] (Full-time, Lapwai)**. The EV Project Coordinator will lead the implementation of the Tribe's fleet electrification and EV infrastructure initiatives under the EPA Climate Pollution Reduction Grant (CPRG). This is a five-year initiative with aggressive targets for EV adoption, charging station deployment, and community engagement across the Tribe's Indian Claims Commission (ICC) lands. The EV Project Coordinator will work closely with Tribal departments, external partners, and federal agencies to meet project milestones, promote clean transportation, and support climate resilience. Duties include managing project budgets and detailed schedules within aggressive timelines; developing and overseeing contracts and deliverables; maintaining organized project documentation in Office 365 and related systems; preparing proposals, RFPs, contracts, reports, and evaluations to track progress and ensure compliance with grant requirements; coordinating with key partners, including the Environmental Protection Agency (EPA), Department of Energy (DOE), Nez Perce Enterprises,



Nimiipuu Energy, and other Tribal Departments, Divisions, and Programs; overseeing contractors to ensure adherence to timelines, quality standards, and deliverables; conducting site assessments, developing site plans, coordinating utility connections, navigating permitting and zoning processes, and overseeing construction activities; collecting, analyzing, and reporting data in accordance with the Quality Assurance Project Plan (QAPP) and federal grant reporting requirements; conducting outreach and educational programs to engage the Tribal community; and serving as a central point of contact for electric vehicle and infrastructure-related questions. Travel throughout the Tribe's ICC lands will be required to inspect and monitor EV infrastructure projects. Requires a bachelor's degree in a related field (master's preferred), three (3) years of professional experience (one (1) year with a master's degree), and two (2) years of supervisory experience. Please include college transcripts and a cover letter with your NPT application. Related field and/or coursework requirements are defined in the job expectations. 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 filled. (Grade 20)**

The Nez Perce Tribe Department of Law & Justice is recruiting for: **CHIEF JUDGE [HR-25-151] (Full-time/Lapwai)**. This position requires a wide range of legal, administrative, management and budgetary skills. The Chief Judge presides over the Tribal Court, and hears, or assigns to other Tribal Court Associate and Pro-Tem judges, all cases heard in the Tribal Court. Handles all phases of civil and criminal litigation, drafts orders, opinions, memoranda and other legal documents, and fulfills all other duties required of the Chief Judge to assure an effective and fair Tribal Court. In addition, supervises Associate Judges, and Court Administrator. Requires three (3) years' judicial experience or ten (10) years' experience in active practice of law, preferably in a Tribal Court, and three (3) years of supervisory experience. Evidence of success in court administration and court budget development is preferred. Applicants must demonstrate that they have a thorough knowledge of Indian law, the Nez Perce Tribal Code, and applicable federal law, including but not limited to the Tribal Law and Order Act and Violence Against Women Act. Must have a Juris Doctor from an accredited law school and must be a member in good standing of a state bar. This is a four (4) year contract position with generous salary and benefits. 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 28)**

The Nez Perce Tribe Water Resources Division is recruiting for: **PROFESSIONAL I - ENVIRONMENTAL SPECIALIST [HR-25-159] (Full-time/Lapwai)**. We are seeking an Environmental Specialist to assist the Program Coordinator in working on multiple projects designed to characterize and clean up contaminated soil and groundwater. Daily tasks might include conducting and overseeing environmental site assessments; data collection, analysis, and management; reading through contracts and collaborating with subcontractors; technical report writing; budget reporting; professional presentations; training and development; UST Compliance Assistance visits; overseeing Tank closure operations. Requires a bachelor's degree in geology, hydrology, engineering, chemistry, environmental science, planning, or related field (M.S. preferred). Experience does not substitute for degree. The successful candidate will have knowledge and experience with environmental sampling, data collection, and general fieldwork procedures. Please provide 1-2 page cover letter demonstrating writing ability and elaborating on qualifications. Also, please include 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 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 17)**

The Nez Perce Tribe Water Resources Division is recruiting for: **PROFESSIONAL III – RENEWABLE ENERGY PROJECT COORDINATOR [HR-25-163] (Full-time, Lapwai)**. Will lead the implementation of the Tribe's renewable energy (primarily solar) and battery/energy storage initiatives at Tribal properties under the EPA Climate Pollution Reduction Grant (CPRG). Will also support the CPRG Coordinator in implementing other CPRG projects as needed. This is a five (5) year initiative with aggressive targets for emissions reduction through conducting energy audits and upgrades at two (2) Tribal facilities along with solar array and battery Megapack installation. Will also oversee the successful planning, execution, and completion of other renewable energy and resilience projects working closely with Tribal departments, external partners, and federal agencies to meet project milestones, implement clean energy, and support climate resilience. Requires Bachelor's degree in related field (Master's preferred). Related field and/or course work requirements defined in job expectations. Requires three (3) years related professional level experience (one (1) year experience with Master's degree), two (2) years of supervisory experience. Please include college transcripts, and cover letter along with your resume. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's License 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 20)**

*Revised:* The Nez Perce Tribe Department of Mamáy'asnim Hitéemenwees (Children's Place of Learning) is recruiting for: **EARLY HEAD START PROGRAM ASSISTANT(S) [HR-25-165] (Full-time/Lapwai)**. August through May (nine (9) months), Monday through Friday. 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 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 Students for Success Program is recruiting for: **PREVENTION OUTREACH WORKER [HR-25-168] (Full-time/Lapwai)**. Position is grant funded for three (3) years. Requires excellent organizational and multi-tasking skills to implement the comprehensive prevention outreach objectives for the program's multiple funding sources. Responsible for educational presentations, materials development using tribal specific messages/imagery and available tribal specific data on alcohol, tobacco, and other drugs (ATOD). Assists with community outreach, partnership development, and compliance of the cooperative agreement or contracts. Must have excellent writing and oral communication skills, highly motivated and can work independently and cooperatively with others. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. One (1) experience preferred in Drug and Alcohol prevention, intervention or treatment, criminal justice, social work, or any discipline involving youth. Responsible to deliver reservation-wide outreach. This position will report directly to the Students for Success Director. Class description available at the NPT Human Resources Department.

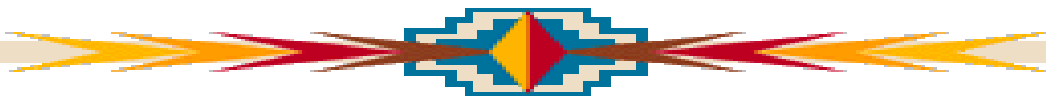


The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other states where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 12)**

The Nez Perce Tribe Students for Success Program is recruiting for: **PROJECT COORDINATOR [HR-25-169] (Full-time/ Lapwai)**. Position is grant funded for two (2) years. Position may continue beyond two (2) 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. **Open until filled. (Grade 14)**

The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL I - FISHERIES RESEARCH EVALUATIONS BIOLOGIST [HR-25-177] (Full-time/McCall, ID.)**. Duties include coordinating field operations; supervising field crews as needed; collecting, compiling, and conducting QA/QC of environmental and fish data; and operating and maintaining adult and juvenile fish traps, weirs, boats, telemetry and remote monitoring equipment, and other field gear. Responsibilities also include seining, data management, analysis, and preparing written reports and presentations, as well as maintaining field sites, equipment, and vehicles, performing laboratory work, and other duties as assigned. Applicants must hold a bachelor's degree in fisheries or a related field (experience cannot substitute for the degree). Technical experience and demonstrated leadership experience are preferred. Candidates must be mechanically inclined, have strong written and verbal communication skills, and be proficient with spreadsheets, databases, and analysis software. 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 report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 17) Starting wage of \$25.98 per hour and higher DOE.**

The Department of Fisheries Resource Management is recruiting for: **TWO (2) PROFESSIONAL V - FISHERIES RESEARCH SCIENTISTS [HR-25-178] (Full-time). May be stationed in Sweetwater, ID; Orofino, ID; McCall, ID., or Joseph OR, depending on program needs.** The Research Scientist will play a key role in advancing research, monitoring, and evaluation of salmon, steelhead, coho, sockeye, and lamprey populations across the Snake River Basin. As part of a small, collaborative team, the successful candidate will apply advanced statistical, modeling, and data management expertise to address complex fisheries management questions and inform Tribal conservation strategies. Primary responsibilities include compiling, standardizing, and analyzing fisheries data; conducting statistical and spatial analyses; developing population models and sampling designs; and building reproducible analytical workflows in R and/or Python using Git and GitHub. The Research Scientist will develop and



maintain data management systems and web applications using SQL databases and API endpoints, prepare technical reports, management briefings, and peer-reviewed manuscripts, and provide technical review of reports and proposals. The position will also support cross-divisional analyses related to supplementation, hydro-system impacts, and habitat effectiveness; contribute to grant and proposal development; and represent the Nez Perce Tribe in regional research, monitoring, and evaluation forums. A bachelor's degree in a related field is required (Master's preferred), with five (5) years of related professional experience (or three years with a Master's degree) and two years of supervision experience. Please provide a cover letter, resume, college transcripts, and three (3) letters of references. Class/job description is available through 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 report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 22) Starting wage of \$33.35 per hour and higher DOE.**

The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL V - FISHERIES DATA MANAGEMENT PROJECT LEADER [HR-25-179] (Full-time). May be stationed in Sweetwater, ID; McCall, ID.; or Joseph, OR., depending on program needs.** Responsible for implementing, maintaining, and repairing Research Division databases, including oversight of the Division's centralized database management system (CDMS), monitoring performance and capacity, managing and developing data flows to integrate internal and external resources, and planning for future expansion. The role includes development and implementation of data management and website applications using Microsoft SQL Server, JavaScript, C# web services, and API endpoints, as well as management of Git version control software and remote GitHub repositories to support collaborative workflows. Responsibilities also include maintaining and operating the Fisheries website to visually publish summarized data from internal and external sources, coordinating with all Fisheries departments to efficiently store and publish pertinent data, and collaborating with external partners such as the Columbia River Inter-Tribal Fish Commission, StreamNet, FINS, and RMIS to support data sharing in line with contractual obligations and Tribal objectives. The position also involves managing Division budget data and analysis, supervising and training staff as needed, and requires excellent written and verbal communication skills along with proficiency in spreadsheets, databases, and analysis software. This position is Grade 22, with a starting wage of \$33.35 per hour or higher depending on experience. A bachelor's degree in a related field is required (Master's preferred), with five years of related professional experience (or three years with a Master's degree) and at least two years of supervision experience. Please provide a cover letter, resume, college transcripts, and three (3) letters of reference; incomplete application packets will not be considered. Class/job description is available through 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 report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled (Grade 22) Starting wage of \$33.35 per hour and higher DOE.**

The Nez Perce Tribe Boys & Girls Club is recruiting for: **MEMBERSHIP SERVICES DIRECTOR [HR-25-181] (Full-time/ Kamiah).** Responsible to perform a variety of office manager duties for the program staff regarding the Boys & Girls Club as authorized under the Boys & Girls Club Management. The Membership Services Director employee is the primary link of communication between members parents, and the general public. Responsible for maintaining a positive, friendly interactions, and maintain a clean, organized image at the front counter. Serves as the receptionist and office manager. Is the data processor and generally works within established procedure to ensure task accomplishment. Directs the public to information and resources, as well as the program managers and administration when necessary. Must keep current records in the Membership Tracking Services (MTS). This position is supervised by



the Executive Director of the Boys & Girls Club. Requires one (1) year of college experience or technical training equivalent to one (1) year or High School Diploma/GED with three (3) years' work experience with a Boys & Girls Club of America. Requires two (2) years' experience in customer service and be willing to receive continuous on-the-job training as needed. 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 report (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled.** (Grade 9/S4)

The Nez Perce Tribe Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL(S) [HR-25-182] (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) 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)

For current grade and pay scale go to [www.nezperce.org](http://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](http://www.nezperce.org).

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### **OTHER EMPLOYMENT OPPORTUNITIES**

- **Northwest Portland Area Indian Health Board (NPAIHB) is recruiting for: Oregon Tribal Tobacco Coordinator, and a Tribal Communicable Disease Epidemiologist, Tribal Cancer Project Coordinator.** For more information and how to apply go to <https://www.npaihb.org>. **Recruitments are open until filled.**
- **Nimiipuu Community Development Fund is recruiting for: Loan Officer.** This is a full-time position with competitive salary & benefits located at Lapwai, ID. This position plays a key role in supporting the financial growth of community members, businesses and homeowners on the Nez Perce Reservation and surrounding



communities. The Loan Officer will be responsible for underwriting, originating, closing, and monitoring our loan portfolio, while collaborating with partners to advance NCDF's mission of building strong, sustainable Native economies. Qualifications: Accounting certificate or related education with 2+ years' experience; Bachelor's degree in business, finance, or related field preferred; Strong lending, credit analysis, and relationship-building skills. Interested applicants can send résumé, cover letter, and job application to [jonelle@nimiipuufund.org](mailto:jonelle@nimiipuufund.org). For more information go to <https://nimiipuufund.org/careers/>. **Open until filled.**

- **The Nez Perce Tribe Career Center is recruiting for: Building Trades Instructor.** To introduce youth to the construction trades. The position is a contracted position to teach the course requirements for a pre-apprenticeship readiness program (est. 120 hours) for the construction trades using curriculum approved by the U.S. Department of Labor YouthBuild Program. Desirable qualification is the instructor is certified to teach the curriculum with Trades for the Future (MC3), National Center for Construction Education and Research (NCCER); or the National Association of Home Builders (NAHB). If not certified, a willingness to become a certified instructor. Classes are scheduled to begin mid to late October through September 2026 using a variable work schedule to teach up to thirty students in 2-3 cohorts of 10-15 students per class. Submit a resume to, and for detailed information, contact Kay Seven at 208-621-4604 or email to [kseven@nezperce.org](mailto:kseven@nezperce.org). **Open until filled.**
- **Lapwai School District is recruiting for: Kindergarten Interventionist, High School Girls Head Basketball Coach, Middle School Wrestling Coach, Elementary Reading Paraprofessional, Substitute Teachers, Bus Drivers, Custodians, and Kitchen Help.** Applications can be found on the website [www.lapwai.org](http://www.lapwai.org), or contact Connie Desjarlais at the District Office: (208) 843-2622 at ext. 3. **Positions are open until filled.**
- **Idaho Department of Labor, Lewiston, ID is recruiting for: Clinic Support Clerk (#2464263), Common Labor (#2467641), Vocational Rehabilitation Counselor (#JC284743694), Janitorial Cleaner (#JC284837253), Tow Truck Driver (#2466666), Administrative Assistant/Part-Time (#2467131), Training Associate Ag Resources (#JC283716002), Driver I/Warehouse Specialist (#2467117), ISP Technical Records Specialist (#JC277363469), Fishery Technician - Idaho Steelhead Monitoring and Evaluation Study (#2467113). Orofino: Therapeutic Recreation Specialist – SHN (#JC280704806), Communications Specialist/Dispatcher (#2405418), Clinic Navigator-Craigmont & Nezperce (#2419579), Dental Assistant/Full-Time (#2462205), System Specialist (#2456602), Nurses Asst in Training (#2371419), Office Assistant /hybrid-remote Lewiston (#2464877).** For more information and how to apply go to <https://ida-howorks.gov>. **Closing dates very depending on positions.**
- **AVISTA is recruiting for: Drafter, Project Management Intern (Enterprise Technology, Energy Resources, Energy Delivery), Journeyman Protection Control Meter Technician, Manger/Social Impact, Craft Training Learning & Development Coordinator, Substation Design Engineer, General Maintenance Worker, Financial Forecast Analyst.** For more information and how to apply go to [www.myavista.com/about-us/working-at-avista](http://www.myavista.com/about-us/working-at-avista).



- **Confederated Tribes of the Umatilla Indian Reservation (CUTIR) is recruiting for: Early Childhood Collaborative Assistant, Soil Conservationist, Supervisory Forester (RE-ADVERTISED), Water Resources Technician II/III, Wildlife Technician II/III, Indian Education Coordinator (RE-ADVERTISED) ( up 3 positions), Nixyaawii Education Center Cook (up to 2 positions), Public Transit Bus Driver (3 position) (Part-time), Building Inspector (up to 2 positions) (Part-Time/On-Call), Child Support Enforcement Attorney-REVISED, Firefighter/EMT Basic-Intermediate-Advance (up to 7 positions), Firefighter/Paramedic, Communication Officer (Dispatcher) (RE-ADVERTISED) (1 position), Police Officer (2 positions), Workforce Development Drone Project Facilitator.** For more information and how to apply go to <https://ctuir.org>. **Closing dates vary depending on positions.**



## NOTICE OF VACANCY GAMING COMMISSION

The Nez Perce Tribal Executive Committee (NPTEC) is seeking letters of interest from individuals interested in serving a three (3) year term on the Nez Perce Tribal Gaming Commission. The selected individual will serve through December 31, 2028.

The Powers and Duties of the Gaming Commission are available for review at the NPTEC Support Staff office.

Please submit your letter of interest to Marsan Lawyer, NPTEC Support, by close of business on Tuesday, December 2, 2025. Letters of interest can be emailed to [nptecsupport@nezperce.org](mailto:nptecsupport@nezperce.org).

Please note: letters received after the close of business on December 2, 2025 will not be considered.



REQUEST FOR PROPOSALS  
HEARING OFFICER

The Nez Perce Tribe is requesting proposals for an independent contractor to provide the following professional services for all Nez Perce Tribe Affiliates, Affiliate Entities Listing: Nez Perce Tribe — Government, Nez Perce Tribal Enterprises, and Nimiipuu Health.

**Grievance Hearings:** Preside over employment Grievance Hearings and render a written decision to the affected HR Department; based on the findings of fact and conclusions of law that are in compliance with the Human Resource Manual and other approved tribal policies.

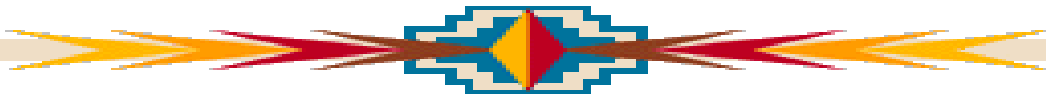
**Arbitration:** Preside over employee disputes according to the HRM, Tribal Code, and other approved policies and procedures. Provide Mediation services for employees involved in conflict in accordance with the Grievance Process or other Employee Complaints.

**Employee Training:** Provide employee training to include but not limited to:

- o Conflict Resolution
- o Reasonable Accommodations
- o How to Handle Difficult Employees
- o Team Building o Valuing Diversity
- o Discipline o Employee Evaluations
- o Stress Management
- o Sexual Harassment
- o Employment Law as it Applies to Tribes

Applicants must be licensed attorneys. Admission to the bar of any state is acceptable. Please list the last three employers; and three professional references.

The Nez Perce Tribe reserves the right to reject any and all proposals without cause. **This request for proposal is open until filled.** Send proposals to: Melissa Guzman, Interim Human Resources Manager; Human Resources; P.O. Box 365; Lapwai, ID 83540. For more information, please contact Melissa Guzman, Interim HR Manager at 208/621-3680 or email [melissag@nezperce.org](mailto:melissag@nezperce.org).



## THE HEALING LODGE OF THE SEVEN NATIONS

# JOIN OUR TEAM!



- ✓ **INPATIENT CLINICAL SUPERVISOR**
  - \$ DOE/DOQ
- ✓ **TRAINING & RESEARCH COORDINATOR (TRC)**
  - \$26.43-35.46 per hour, DOE/DOQ
- ✓ **TEMPORARY ACCOUNTS RECEIVABLE SPECIALIST**
  - \$25.42-34.78 per hour, DOE/DOQ
- ✓ **INPATIENT BEHAVIORAL HEALTH ADMINISTRATIVE ASSISTANT**
  - \$28.10-37.67 per hour, DOE/DOQ
- ✓ **AFTERCARE SPECIALIST**
  - \$34.00-44.42 per hour, DOE/DOQ
- ✓ **BEHAVIORAL INTERVENTION SPECIALIST**
  - \$\$20.78-32.27, DOE/DOQ
- ✓ **CONTRACT RN/LPN**
  - \$150 per medication pass



For more information, details and minimum requirements, please visit our website!

## APPLY ONLINE



[www.healinglodge.org](http://www.healinglodge.org)