

~ MARCH 2, 2026 ~



# 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 cuff 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)**

***Re-Advertised:*** 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. **Open until filled. (Grade 10)**

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 III – PRODUCTION SUPERVISOR II (COHO) [HR-26-100] (Full-time/Dworshak Nation Fish Hatchery, Ahsahka, ID.)**. To lead the Clearwater Coho Restoration project. Responsibilities include: planning, development, implementation, and oversight of the Clearwater Coho Restoration project and production of 1,050,000 coho smolts at Dworshak, Kooskia, and 550,000 at Eagle Creek hatcheries. This position supervises several full-time technicians and seasonal staff. Close coordination occurs with Tribal Research staff as well as State and Federal hatchery co-managers. 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 year experience with Master's degree.). Requires two (2) years supervisory experience. Please provide cover letter, resume and three (3) letters of references along with your NPT application. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 20/\$30.14) DOE**

The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL III – PRODUCTION SUPERVISOR II [HR-26-101] (Full-time/Dworshak Nation Fish Hatchery, Ahsahka, ID.)**. Responsibilities include: oversight of personnel, budget management, and production of 5 million juvenile salmon. 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 year experience with Master's degree.). Requires two (2) years supervisory experience. Please provide cover letter, resume and three (3) letters of references along with your NPT application. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 20/\$30.14) DOE**

The Department of Fisheries Resource Management is recruiting for: **PROFESSIONAL III – PRODUCTION SUPERVISOR II [HR-26-102] (Full-time/Kooskia Nation Fish Hatchery, Kooskia, ID.)**. To supervise and manage the Kooskia National Fish Hatchery. Responsibilities include: supervision, facility management, production planning, broodstock management, and hatchery operation and maintenance (including biofilter recirculation system) for 835,000 spring Chinook smolts and acclimation/direct release of 575,000 coho smolts. Incubation and rearing for up to 2.0 million fry. Staff includes 3-5 permanent employees, seasonal staff and volunteers. 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 year experience with Master's degree.). Requires two (2) years supervisory experience. Please provide cover letter, resume and three (3) letters of references along with your NPT application. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 20/\$30.14) DOE**

The Department of Fisheries Resource Management is recruiting for: **TECHNICIAN III – MAINTENENACE - FCAP [HR-26-103] (Full-time/Lapwai, ID.)**. Incumbent will perform a variety of maintenance /mechanical and repair work at the acclimation facilities and in Lapwai, Idaho. The position performs intermediate level facility maintenance, works independently, uses a variety of power and hand tools, operates equipment, assists other maintenance staff



and performs general level duties. Repairs and maintains cars, trucks, lifts, carts, tractors, motors, pumps, valves, pipes, meters, regulators, batteries, electrical circuits (12 volt to 480 volt), water heaters & chillers, refrigeration units, welders, gear boxes, transmissions, controls and operates heavy equipment (loaders, backhoe, dump truck, snowplow, tanker & boom truck, man-lift). Requires two (2) years of college OR six (6) years of relevant experience can be substituted for the education. In addition to the education requirement, three (3) years of related experience and one (1) year of supervisory experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 13/\$21.41) DOE**

***Extended:*** The Nez Perce Tribe Human Resources Department is recruiting for: **HUMAN RESOURCES ADMINISTRATIVE SPECIALIST I [HR-26-105] (Full-time/Lapwai, ID.)**. The purpose of the position is to provide administrative and operational support to Human Resource office. Provides professional expertise with customer service orientated approach, general reception duties, records management, foundational office support and responsible for assigned tasks. Provides reception services; answers phones, screen calls, takes messages, greets guests, directs callers, and visitors to appropriate offices or individuals; Provides quality customer and support to staff, guests, and callers; thoroughly and efficiently gathers guest information and fulfills guest needs; continuously evaluates and identifies opportunities to improve processes that positively impact the guest's experience; Assist in processing employment applications, Employee Action Notices (EAN), and other Human Resource documents; Provide general data processing assistance including data entry, well-ordered filing and/or developing filing system for storing necessary data and assist in providing information; Utilizing records management software to track documents, whether they are physical or digital. Scan and digitize documents using specialized equipment and software; Establishes formats, modifies and manages HR program databases and incoming and outgoing logs; Provide clerical assistance, assist to develop, and produce memos and other documents; Maintains confidentiality; Performs other job-related duties as assigned, within the scope of practice. Evidence of practice of high level of confidentiality. Requires the ability to pass an extensive background check. Requires High School Diploma/GED. Requires one (1) year of college education or vocational technical training. Three (3) years of related experience is equivalent to one (1) year of college. Requires one (1) year of experience in office administration. Tribal government preferred. 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 (DLR) where you have been licensed to drive in the last three (3) years. **Closing date 3/9/26. (Grade 9)**

The Nez Perce Tribe Social Services/Indian Child Welfare Department is recruiting for: **PEER RECOVERY COACH [HR-26-109] (Full-time/Lapwai, ID.)**. Seeking a compassionate and dedicated Peer Recovery Coach to serve at the 'Inhimiyu'nm "My Relatives" Sober Living Home for women and children, a newly established recovery home supporting women, mothers, and their children on their healing journey. This essential position provides mentorship, peer support, and service coordination for clients, including CPS or UuyitKimti referrals, newly reunified families, and women requiring re-entry services. Promotes trauma-informed, culturally grounded, and recovery-focused participation plans in a safe, home-like environment. Responsibilities include assisting with daily living activities, individualized recovery planning, crisis response, transportation, and collaboration with tribal and community partners. May facilitate sessions and actively encourages participation in Nimiipuu Wellbriety, 12-Step programs, and other local recovery support groups to foster long-term sobriety and holistic wellbeing. Strict confidentiality, healthy boundaries, and a commitment to modeling a substance-free lifestyle are required. Requires two (2) years of college



(Associate degree preferred) completed in related field of chemical dependency, native American studies, human services, social work. Three (3) years of relevant experience is equivalent to one (1) year of college. Must have the ability to obtain certification through a Recovery Coach Program. Requires one (1) year of professional experience in Substance use Disorder Addiction or similar capacity that would demonstrate necessary knowledge, skills and abilities. Must be experienced working with American Indian families and demonstrate successful advocacy and experience in this field. Must have a positive work history, upstanding character and demonstrate compassion for community wellness Must obtain CPR and First Aide within thirty (30) days of hire. Must be able to pass a criminal background investigation with 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 12)**

The Nez Perce Tribe Boys & Girls Club is recruiting for: **YOUTH DEVELOPMENT PROFESSIONAL(S) [HR-26-110] (Part-time (29 hrs. or less)/Kamiah).** To lead and support the station activities, and to supervise their specific program area to ensure the safety of all Club members. Provide programs and activities within a specific program area such as Arts & Crafts, Gym, Games Room, Education Center and Teen Center. Provide guidance and discipline while building relationships utilizing the Youth Development Strategy. This position is supervised by the unit director. Responsible for planning, implementing, and evaluating educational activities in compliance with Boys & Girls Club Performance Standards. Requires a high school diploma or GED. Prefer experience working with youth. Must pass a criminal background check. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) 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/Indian Child Welfare is recruiting for: **RESOURCE CASE-WORKER II [HR-26-111] (Full-time/Lapwai).** To provide direct care and case management services to clients, in accordance with the Code of Federal Regulations (CFR) and Indian Child Welfare Act (ICWA) guidelines. Responsible for client case management and reporting. Responsible for the protection of children enrolled or eligible for enrollment in a federally recognized tribe within the boundaries of the Nez Perce Indian Reservation, family preservation and brokering of resources to the children and their families. Will be responsible for considerable knowledge of the laws governing child protection including Nez Perce Tribal Law and Order Code and the Indian Child Welfare Act. Requires Bachelor's degree in any of the human services fields; social work, sociology, psychology or closely related field. Related field and/or course work requirements defined in Duties and Responsibilities. Three (3) years of directly related work experience in child welfare or human services may substitute for one (1) year of college education. Requires three (3) years of experience in human service work or working with children and families. Experience in working with Tribal communities. Requires one (1) year of leadership experience, which may include mentoring staff, coordinating multidisciplinary teams, acting as case lead, or serving as a subject matter resource related to ICWA compliance. Evidence of practice of a high level of confidentiality. Requires current CPR and First Aid certifications or ability to obtain within sixty (60) days of employment. Requires the ability to pass an extensive background check prior to employment. This position is considered essential and will continue to operate and be available despite any global pandemic or natural disaster. 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 (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 19)**



The Nez Perce Tribe Department of Social Services/Indian Child Welfare is recruiting for: **RESOURCE CASE-WORKER I [HR-26-112] (Full-time/Lapwai)**. To provide direct care and case management services to clients, in accordance with the Code of Federal Regulations (CFR) and Indian Child Welfare Act (ICWA) guidelines. Responsible for client case management and reporting. Responsible for the protection of children enrolled or eligible for enrollment in a federally recognized tribe within the boundaries of the Nez Perce Indian Reservation, family preservation and brokering of resources to the children and their families. Will be responsible for considerable knowledge of the laws governing child protection including Nez Perce Tribal Law and Order Code and the Indian Child Welfare Act. Requires Bachelor's degree in related field. Related field and/or course work requirements defined in Duties and Responsibilities. Three (3) years of relevant work experience related to child welfare or human services field may substitute for one (1) year of college education. Requires two (2) years of experience in human service work or working with children and families. Evidence of practice of a high level of confidentiality. Requires current CPR and First Aid certifications or ability to obtain within sixty (60) days of employment. Requires the ability to pass an extensive background check prior to employment. This position is considered essential and will continue to operate and be available despite any global pandemic or natural disaster. 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 (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 Social Services/Indian Child Welfare is recruiting for: **'init' 'HOME" YOUTH MENTOR [HR-26-113] (Full-time/Lapwai)**. To provide 24-hour youth/client supervision, in-house activities and mentorship in a group sober living home for youth clients 14-18 years of age at init; a licensed foster home for the Nez Perce Tribe. Provide support and coordination of services in partnership with appropriate agencies and partners. Works according to procedures and regulations put forth by federal, state and tribal licensing standards, including daily written reporting, comply with finance procedures and carry out grant project requirements. Complying with procedures and trauma informed care practices to assist in the development of Independent Living Skills to ensure the youth are prepared mentally, emotionally, and physically into adulthood. Address the needs of youth Clients, utilizing cultural knowledge and values to ensure holistic recovery support which may include victim advocacy and overall safety of the youth. Requires strict confidentiality and must demonstrate a healthy lifestyle in the community. Requires a High School diploma or GED. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year of college. Requires one (1) year of experience working with children/youth in group environments. Must obtain CPR and First Aid, and Food Handlers certification within thirty (30) days of hire. Must be able to pass a criminal background investigation prior to employment or within fifteen (15) days of hire, unsatisfactory results will result in immediate termination of employment. This position is considered essential and will continue to operate and be available despite any global pandemic or natural disaster. 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 (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 15)**

The Nez Perce Tribe Department of Fisheries Resource Management (DFRM) is recruiting for: **HATCHERY MAINTENANCE SUPERVISOR I [HR-26-114] (Full-time/Ahsahka, ID.)**. This position will plan, implement and supervise a full maintenance program for Dworshak National Fish Hatchery in Ahsahka, ID. Requires a Bachelor's of Science degree in a related field **or** related work experience equivalent to four (4) years of college with journeyman certification as a carpenter, welder, pipe fitter, mechanic, electronic instrumentation or electrician. Requires three (3) years of experience and three (3) years of supervisory experience. Requires certified journeyman experience as related to welding, pipe fitting, plumbing, electrical, instrumentation, carpentry, construction, maintenance



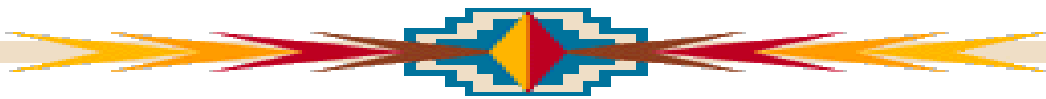
and experience with hatchery or other industrial and mechanical operations are required. Related fishery experience with Native American Restoration and Recovery efforts is preferred. (Construction management is also preferred). Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with Class-A CDL (CDL license must be obtained within three (3) month introductory period of employment) 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 19)**

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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)**

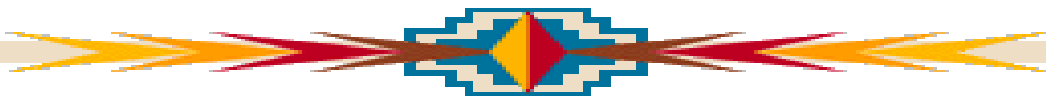
The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (LATERAL) [HR-24-198] (Full-time)**. To protect and serve the people of the Nez Perce Tribe. The class is responsible for enforcement of tribal, city, state, and federal laws, ordinances, codes, and regulations for assigned areas 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 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 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 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: **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) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 9/Step1)**

The Department of Fisheries Resource Management is recruiting for: **FISHERIES TECHNICIAN(S) II - HR-26-106.** 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. Tech-



nician II position(s) get to travel, see amazing areas, help restore and maintain the Tribes beloved salmon, steelhead, and lamprey populations. Exciting work opportunities are available assisting and supervising our habitat and watershed projects, working in our hatcheries and production facilities, and working on evaluation projects. Positions are responsible for assigned duties from handling fish, surveying and maintaining trails, remote stream surveys, identifying and marking fish, supervising staff, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and have the ability to work cooperatively with others. Requires two (2) years of college education (48 Credits). Three (3) years of relevant experience is equivalent to one (1) year college. Requires one (1) year of related experience to project needs and six (6) months leadership experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) 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 Department of Fisheries Resource Management is recruiting for: **FISHERIES TECHNICIAN(S) I - HR-26-107.** 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. Technician I position(s) get to travel, see amazing areas, help restore and maintain the Tribes beloved salmon, steelhead, and lamprey populations. Exciting work opportunities are available assisting our habitat and watershed projects, working in our hatcheries and production facilities, and working on evaluation projects. Positions are responsible for assigned duties from handling fish, surveying and maintaining trails, remote stream surveys, harvest monitoring, identifying and marking fish, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and have the ability to work cooperatively with others. Requires a High School Diploma/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 Nez Perce Tribe Department of Fisheries Resources Management is recruiting for: **WALLOWA LAKE FISHERIES TECHNICIAN I INTERN [HR-26-108] (Full-time seasonal/Joseph, OR).** Will provide an early career Nez Perce Tribal member valuable exposure to ecological research and natural resource management. This position will focus on Wallowa Lake fisheries research. The intern will also gain exposure to all aspects of NPT fisheries work in northeast Oregon. Duties include gaining experience with extensive limnological study of Wallowa Lake in support of potential Sockeye Salmon reintroduction efforts; spawning habitat surveys; zooplankton and mysis shrimp vertical tow sampling; and monitoring of vertical temperature, dissolved oxygen, and conductivity profiles. Must be highly motivated and work cooperatively with others. In addition to hourly wages, transportation (if needed), housing and food per diem will be provided. Requirements include High School Diploma or GED, prefer individual to be enrolled or going to enroll in college. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. 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)**



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: Tribal Dental Health Aide Manager.** This is a full-time position located at Portland, Oregon. The Dental Health Aide (DHA) Manager will work in collaboration with the Tribal Community Health Provider Program (TCHPP) to continue the development and implementation of the Dental Health Aide Program (DHAP) within the overall Community Health Aide Program (CHAP). This position must possess a strong desire for advancing oral health equity and demonstrate the ability to provide culturally responsive care in tribal settings. The successful candidate will have experience working as a dental provider for tribal communities, experience as a dental educator, strong knowledge of current recommended practices in primary oral health care, including Minimally Invasive Care, and excellent interpersonal and communication skills. The position will include work involving program design, development, delivery, and implementation along participating in workgroups, committees and organizations that support the work of the Tribal Community Health Provider Program in the implementation of the Community Health Aide Program. For more information and how to apply go to [Northwest Portland Area Indian Health Board](http://Northwest Portland Area Indian Health Board). **Closing date 3/6/26.**
- **The Region 10 Tribal Operations Committee Consortium (WOIA) is a 501(c)(3) nonprofit established in 2021 and incorporated in Washington. W.O.I.A. serves 271 federally recognized Tribes across Washington, Oregon, Idaho, and Alaska. Operating fully remotely, W.O.I.A. is governed by a Board of Tribal members or employees endorsed by their Tribes to support regional coordination and decision-making. WOIA's mission is to strengthen Tribal leadership, capacity, and coordination in environmental policy, serving as a bridge with EPA Region 10 to elevate Tribal priorities and foster collaboration that advances environmental health and self-determination. W.O.I.A is recruiting for: Tribal Staff Program Director.** The Tribal Staff Program Director provides strategic leadership and oversight for the Tribal Staff Program and initiatives. This role is responsible for program design, quality, performance, and compliance, and ensures alignment with W.O.I.A.'s mission, grant requirements, and approved work plans including the



Peer-to-Peer Tribal Environmental Assistance (TEA) Project and related Tribal Staff capacity-building efforts. The Program Director oversees program quality, compliance, staff supervision, budgeting, reporting, Tribal coordination, and external representation in collaboration with the Executive Director. **Tribal Staff Program Specialist:** The Program Specialist supports the planning, implementation, and evaluation of assigned Tribal Staff programs, including the Peer-to-Peer Technical Environmental Assistance (TEA) project. This role provides technical assistance, coordinates program activities, tracks data, and works with staff, mentors and participants to ensure effective, high-quality program delivery. For more information and how to apply contact Oxcenia O'Domin, Executive Director, Region 10 Tribal Operations Committee Consortium, Phone: 509.540.3902 or email: [oxcenia@region10rtoc.net](mailto:oxcenia@region10rtoc.net). **Closing date 3/20/26.**

- **The Nez Perce Wallowa Homeland (NPWH) is recruiting for: Community Engagement Liaison.** NPWH is seeking one Community Engagement Liaison from each of the following communities: the Confederated Tribes of the Colville Reservation (CTCR), the Confederated Tribes of the Umatilla Indian Reservation (CTUIR), and the Nez Perce Tribe (NPT). Each liaison will support sustained, relationship-based communication between NPWH and Indigenous communities connected to wal'áwa country, with a primary focus on their own community. This role is designed to strengthen communication and ensure balanced representation across tribal communities. Engagement is most effective when it is led by individuals who are broadly connected within their community and have awareness of what is happening across multiple areas of community life. Estimated time of commitment is 5-10 hours per month (seasonal, 8 months), Compensation is \$350.00 per month per Community Liaison. Primary point of contact is the Executive Director, Nez Perce Wallowa Homeland. The Community Engagement Liaison also works closely with the NPWH Administrative Support Coordinator for scheduling, communication, and logistical support when the Executive Director is unavailable. Location is remote/community-based (CTCR, CTUIR, NPT). **Open until filled.** For more information and how to apply contact Kellee Sheehy, Executive Director at [kellee@wallowanezperce.org](mailto:kellee@wallowanezperce.org). cell: (928) 210-1032.
- **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.**
- **Idaho Department of Labor, Lewiston, ID is recruiting for: Packaging & Warehouse Operator (#2505474), Dispatcher (#2505524), Machinist/Millwright - CCI/Speer (#JC288472067), Client Service Associate (#JC288454893), Delivery Assistant (#2505514), Instrumentation Apprentice (#2506285), Safety and Compliance Officer, ITD (#JC288429794), Fishery Technician/2 positions (#2506208), Lead Caregiver-On-Call (#JC288439355), Production Supervisor Centerfire Metal Parts- CCI/Speer (#JC288472068). Orofino: Entry Building Inspector (#2504292), Registered Nurse (#2505517), Behavioral Health Consultant-Coordinator (#2505542), Registered Nurse-Infusion/Outpatient Nurse (#2505533), Assembly Technician 1 (#2506207), 7th-12th Grade Math Teacher (#2506254), Culinary Aide (#2505521), Cook (#2505522).**



For more information and how to apply go to <https://idahoworks.gov>. **Closing dates very depending on positions.**

- **AVISTA is recruiting for: Environmental Scientist/Specialist – Land Use Permitting Compliance, Project Manager, Cyber Access Coordinator, SCADA/ADMS/EMS Engineer, Electrical Engineer – Generation, Civil Engineer – Power Generation & Infrastructure, Mechanical Engineer, Internal Auditor/Manager, Domestic Gas Meter Changer, Journeyman Lineman, Journeyman Protection Control Meter Technician,** 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: Archaeological Field Tech Trainee, Tech I or II (1 position), Supervisory Forester, Forester I, Native Plant Nursery Propagation Tech. II, Inventory Forester, Early Childhood Educator I, Indian Education Coordinator (RE-ADVERTISED) 2 position), Surveillance Operator (3 positions), Surveillance Operator/Dual Lead (Internal), Transit Fleet and Safety Manager, Public Transit Bus Driver (3 position) (Part-time), Building Inspector (up to 3 positions) (Part-Time/On-Call), Firefighter/EMT Basic-Intermediate-Advance (up to 2 positions), Firefighter/Paramedic, Communication Officer (Dispatcher) (In Review), Police Officer (2 positions).** For more information and how to apply go to <https://ctuir.org>. **Closing dates vary depending on positions.**
- **Mt. Hood Community College is recruiting for: Instructor - Fisheries.** This full-time position is located at Gresham Campus, OR. Develops and delivers classes through high quality instruction so that each student may meet learning outcomes primarily in aquaculture, with emphasis in all aspects of salmonid culture, and fish biology. Participates in curriculum development, educational assessments, and course alignments; maintains classrooms, labs and the campus fish hatchery and related equipment in compliance with safety requirements and reports any lab equipment or infrastructure maintenance needs. Works with the dean and colleagues to improve student learning experiences. For more information and how to apply go to <https://www.schooljobs.com/careers/mhcc>. **First review date is March 2026.**



## Temporary Job Announcement

The Nez Perce Tribe General Council is currently seeking dependable, hardworking **TELLERS and SERGEANT-AT-ARMS** to assist with the Primary Election in all three Communities: Lapwai, Kamiah, and Orofino. Applicants must be enrolled members of the Nez Perce Tribe and age eighteen (18) years or older. College students and/or unemployed individuals are preferred. **You must commit to the entire day, April 4th.**

Applications are available on Nez Perce Tribe Website (<https://www.nezperce.org>) under General Council or at Nez Perce Tribe Human Resources Office. **Application Deadline: FRIDAY, MARCH 20, 2026, by 4:30pm**

### **Primary Election (April 4, 2026) All three Communities: Lapwai, Kamiah, and Orofino**

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

Jasmine Higheagle, Carey Reuben or Kayla Warden (Election Judges)

By Email: [electionjudges@nezperce.org](mailto:electionjudges@nezperce.org)

By Fax: 208.843.7414 or

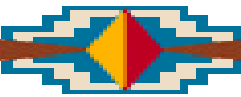
By Mail: Attn: Election Judges

General Council

P.O. Box 1050

Lapwai, ID 83540

For questions or inquiries, please contact: Jasmine Higheagle, phone: 208.790.1066 or email: [jasmineh@nezperce.org](mailto:jasmineh@nezperce.org) or Carey Reuben, phone: 208.621.3824 or email: [careyr@nezperce.org](mailto:careyr@nezperce.org) or Kayla Warden, phone: 208.935.8798 or email: [kaylaw@nezperce.org](mailto:kaylaw@nezperce.org)



## 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.

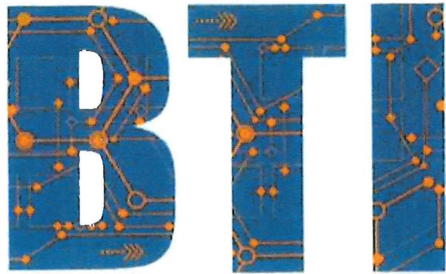
**Employee Training:** Provide employee training to include but not limited to:

- 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 [melis-sag@nezperce.org](mailto:melis-sag@nezperce.org).

NEZ PERCE TRIBE TERO/TYAP  
HOSTS



BAKER TECHNICAL INSTITUTE

CONSTRUCTION 101 TRAINING

MARCH 16 - APRIL 3, 2026



OSHA 10 - FLAGGERS  
HAZMAT - FIRST AID  
FORKLIFT - AND MORE

GOOD OPPORTUNITY FOR  
CLIENTS THAT NEED UPDATED  
CERTIFICATIONS AND TRAINING!

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**NISQUALLY INDIAN TRIBE**



# The Nisqually Indian Tribe, Family Services Department

**Adult Protective Services Program is looking for  
a Social Worker with experience working with  
vulnerable populations.**

**TO LEARN MORE & APPLY, PLEASE VISIT OUR WEBSITE**

**[HTTPS://NISQUALLYHR.APPLICANTPRO.COM/JOBS/](https://nisquallyhr.applicantpro.com/jobs/)**



**NISQUALLY INDIAN TRIBE  
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OLYMPIA, WA. 98513**

**360-486-9558**



# YOUNG MEN'S & YOUNG WOMEN'S HONORS LEADERSHIP CONFERENCE

MARCH 11 & 12 , 2026

8:45AM - 2:30PM

CLEARWATER RIVER CASINO

EVENT CENTER

*Save  
the Date*

Lapwai Indian Education Department



# PAID TRIBAL INTERNSHIP IN COASTAL OCEANOGRAPHY

Hands-on research with tribal organization & university scientists

Open to tribal undergraduate students graduating  
in Spring 2027 or later

- Conduct hands-on oceanography research
- Work with ocean instruments and datasets
- Be mentored by scientists at CRITFC and OSU



Recruiting two interns for Summer 2026. Based out of Corvallis and Astoria, Oregon. Benefits include:

- Salary: \$20/hour for a full-time (40-hour/week) position
- On-campus room and board at Oregon State University
- Travel support to and from Corvallis
- Mentorship and experience to support future science career

Apply by March 6, 2026:

<https://critfc.org/jobs/critfc-osu-coastal-oceanography-summer-tribal-internship/>



Sponsored by the Columbia River Inter-Tribal Fish Commission in collaboration with Oregon State University

