



~ JUNE 15, 2026 ~



NEZ PERCE TRIBE

JOB OPENINGS

ACTIVE JOB SEEKERS LIST

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

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

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

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **BUS OPERATOR [HR-24-115] (On-Call/Kamiah)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a high school diploma or GED. Requires an Idaho Commercial Driver's License (Class C CDL) to include passenger endorsement. No Driving While intoxicated (DWI) conviction within the last thirty-six (36) consecutive months; not more than one (1) DWI on entire driving record; and not more than three (3) moving violation convictions with the last thirty-six (36) months. Must pass the Department of Transportation (DOT) physical (medical) exam performed by a qualified DOT physician listed on the Federal Motor Carrier Safety, Administration physicians list, which includes a drug screen in order to operate Appaloosa Express vehicles. Class description available at the NPT Human Resources Department. Must have five (5) years' experience in the operation of a motor vehicle. One (1) year experience operating a commercial motor vehicle and one (1) year in a customer



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

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **TWO (2) BUS OPERATORS [HR-24-116] (On-Call/Lapwai)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires a high school diploma or GED. Requires an Idaho Commercial Driver's License (Class C CDL) to include passenger endorsement. No Driving While intoxicated (DWI) conviction within the last thirty-six (36) consecutive months; not more than one (1) DWI on entire driving record; and not more than three (3) moving violation convictions with the last thirty-six (36) months. Must pass the Department of Transportation (DOT) physical (medical) exam performed by a qualified DOT physician listed on the Federal Motor Carrier Safety Administration physicians list, which includes a drug screen in order to operate Appaloosa Express vehicles. Class description available at the NPT Human Resources Department. Must have five (5) years' experience in the operation of a motor vehicle. One (1) year experience operating a commercial motor vehicle and one (1) year in a customer service environment is preferred. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 12)**

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **BUS OPERATOR/DISPATCHER [HR-24-117] (Full-Time/Lapwai)**. To operate "Appaloosa Express" tribal transit buses on prescribed routes as assigned. Requires an Idaho Commercial Driver's License (Class C CDL) to include passenger endorsement. No DWI or Moving Violations in the past five (5) years; and not more than three (3) moving violations convictions within the last thirty-six (36) months. Must pass the Department of Transportation (DOT) physical (medical) exam which includes a drug screen in order to operate Appaloosa Express vehicles. Requires five (5) years' experience in the operation of a motor vehicle. One (1) year experience operating a commercial motor vehicle and one year in a customer environment preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 12)**

The Nez Perce Tribe 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 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)**

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 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 Social Service/UUYIT KIMTI (New Beginnings) is recruiting for: **ADVOCATE OF SAFETY & WELLNESS [HR-26-121] (Full-time/Lapwai)**. Responsible to providing advocacy to victims of crime, dating violence, sexual assault and stalking. Requires being able to work directly with victims to assist them by managing intake process and case management as well as keeping a filing system for clients. Responsible for responding to victims in crisis and emergency settings as well as coordinating needs, attending court, providing transportation, providing information, referrals and assistance to victims. Requires data collection and storage and attending meetings and trainings. This position is under the immediate supervision of the Uuyit Kmti Director. Requires associate degree or two (2) years of college completed in related field of criminal justice, social services, social work. Please include college transcript. Three (3) years of work-related experience in prosecution/victim advocacy in domestic violence cases and/or Tribal prosecutor's office experience substitutes for one (1) year of college. Requires two (2) years successful work experience in Social Work, Law Enforcement Prosecutor's Office, Court or closely related program. Must have familiarity with law enforcement, prosecutorial, and judicial processes and of local social service agencies and resources. Must be experienced in working with American Indian families and demonstrate successful advocacy and work experience in this field. Must have a positive work history, upstanding character and demonstrate compassion for community and wellness. Requires a background check to be completed with thirty (30) days of hire, adverse finding can revoke official hire. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Must provide current Driver's License Record (DLR) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 13)**

The Nez Perce Tribe of the Boys & Girls Club is recruiting for: **PROGRAM DIRECTOR [HR-26-142] (Full-time/Lapwai)**. The Program Director is a member of the administrative staff team, assisting the Unit Director and supporting Club personnel, Club members and all Club grants, programs, activities and events. Responsible for providing onboarding and continued training for Club personnel, supervising Club personnel, ensuring safe, fun and a positive environment; Will provide guidance and discipline for Club members and notify or communicate



with Club member's parent/guardian on any Clubhouse information, accident/incidents and/or behavioral issues and suspensions involving their child. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one (1) year college. Must possess and maintain CRP, First Aid, and Automated External Defibrillator (AED) Certification within six (6) months of employment. Must pass a criminal background check. Requires previous management experience and one (1) year supervisory work experience with youth ages 5-18. Experience with Boys & Girls Clubs preferred. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Open until filled. (Grade 13)**

The Nez Perce Tribe Education Department is recruiting for: **YOUTH EVENT COUNSELOR [HR-26-144] (Part-Time/ On-Call)**. The purpose of the position is to serve as a mentor and role model to students enrolled in education or enrichment activities, to protect the safety, health, and overall well-being of the youth participants and to engage youth in a rich and meaningful cultural and educational experience. Position often requires moderate physical activity to follow students during activities. Counselors will follow the Nez Perce Education Department's Youth Extended Day or Overnight Trip Program Guidelines and the Nez Perce Youth Program Manual. Guidelines include **required** training in CPR, First Aid, AED, Narcan, choking rescue device, Nez Perce Language, culture, and history, and effective strategies for working with tribal youth. Counselors will be compensated for training days. Training dates TBD. The position will be supervised by the tribal Education Manager, Director, or Coordinator (as relates to program activity sponsorship). Nez Perce Cultural Camp requires Counselors to be one year out of high school. Minimum of high school diploma or GED certificate preferred. Additional competencies will include ability to maintain meaningful, positive connections with a diverse group of students, knowledge of Nez Perce History, language, culture, and values (preferred), and soft skills such as communication, teamwork, problem solving, time management, decision-making, adaptability, conflict resolution, leadership, creativity, and resourcefulness. Job description available upon request from Human Resources or Education Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. For applicants who want to be considered for driving responsibilities, with additional financial compensation, a valid driver's license is required 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. Criminal background check, including sex offender registry, will be required. Must complete a Nez Perce Tribe employment application as a Volunteer, Camp Contract, and Liability Waiver. **Position Open Until Filled**

The Nez Perce Tribe Department of Social Services is recruiting for: **SENIOR CITIZENS PROGRAM DIRECTOR [HR-26-146] (Full-time/Lapwai)**. Responsible for the overall leadership, management, and coordination of the Senior Citizens Program serving eligible tribal elders on and near the Nez Perce Reservation through Title VI Nutritional Services, Title VI Caregiving Assistance, elder social activities, and community support services. Will oversee daily program operations, supervise staff, manage program budgets and reporting requirements, develop and implement policies and procedures, ensure compliance with Tribal, state, and federal regulations, and coordinate services with Tribal, state, and federal agencies. Position is responsible for program planning, annual plans, audits, grant and contract reporting, menu and meal quality assurance, elder outreach, emergency response coordination during disasters and pandemics, and maintaining high-quality services for elders. Requires strong leadership, communication, grant writing, organizational, and case management skills with the ability to advocate for elder services and community needs. Requires a Bachelor's degree in human services, management, or a related field. Three (3) years of relevant work experience may substitute for one (1) year of college education. Requires



four (4) years of experience in project leadership, family and community services, or related human services work, preferably with American Indian communities and community-engaged programs. Requires three (3) years of supervisory experience. Position reports directly to the Social Services Manager and participates as part of the Social Services management team. Must be able to pass a criminal background check and pre-employment drug screening. The Nez Perce Tribe is a drug free work environment. 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) from all states licensed in during the last three (3) years. Tribal preference applies. Open until filled. *(Grade 23)*

The Nez Perce Tribe Transportation Department is recruiting for: **OFFICE ASSISTANT II [HR-26-149] (Part-Time/Lapwai)**. The purpose of the class is to provide administrative and clerical support to the assigned department. The class is responsible for general reception duties, record management, and data processing. The class works according to set procedures, deciding how and when to do things under general supervision. Requires high school diploma/ GED, or specialized vocational training. Requires a valid driver's license, and the ability to be insured under the Tribe's policy. Class/ job description available at the NPT Human Resources Department. The Nez Perce is a drug free work environment, pre-employment drug testing required. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. Open until filled. *(Grade 8)*

The Nez Perce Tribe Department of Human Resources is recruiting for: **HUMAN RESOURCES SPECIALIST [HR-26-152] (Full-time/Lapwai)**. This position is responsible for areas such as recruitment and selection, onboarding, employee records management, and compliance with employment policies and procedures. Working closely with employees and management, the HR specialist helps promote a positive work environment, maintain accurate and confidential information, and ensure HR processes run smoothly. The role requires strong organizational skills, attention to detail, and the ability to communicate effectively while handling sensitive information with professionalism and discretion. Computer knowledge of Microsoft Office 365 applications like Outlook, Word, Excel, PowerPoint, and SharePoint. Requires high school diploma or GED. Requires associate's degree in human resources, business administration, business, or closely related field. Three (3) years of related experience is equivalent to one (1) year of college. Requires four (4) years of experience in human resources or administrative setting, 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: Open until filled.** *(Grade 16)*

The Nez Perce Tribe Water Resources Division is recruiting for: **WATER RESOURCES SPECIALIST [HR-26-154] (Full-Time/ Lapwai)**. This position offers the opportunity to join a professional and experienced team focused on monitoring and evaluating water quality in stream and riverine areas. Primary office responsibilities include summarizing and analyzing watershed data; assisting in preparation of reports and technical papers; writing technical comments; reporting on project implementation; assisting in development of watershed monitoring plans; utilizing ArcGIS; assisting with grant writing and project development; coordinating closely with the project leader; and collaborating with external agencies on current monitoring efforts. Field responsibilities include collecting water samples in streams, collecting water samples in area waterbodies for harmful algae blooms, measuring in-stream flow using a flow meter and/or bridge board, recording in-situ data parameters, conducting beneficial use surveys, and other tasks as needed. Applicants must demonstrate strong written and verbal communication skills. A Bachelor's degree in biology, hydrology, environmental science, or a related biological or physical science field is required; experience may not be substituted for education. Technical experience in related field is preferred; demonstrated



leadership experience preferred. A complete application packet must include: a cover letter, resume, and copy of college transcripts. The full class/job description is available at the Nez Perce Tribe Human Resources Department. The Nez Perce Tribe maintains a drug-free work environment. Pre-employment drug testing is required. Applicants must provide a valid driver's license and be insurable under the Nez Perce Tribe's policy. A current Driver's License Record (DLR) must also be provided from any state in which the applicant has been licensed to drive within the last three (3) years. **Closing date: Open until filled (Grade 17)** Starting wage of \$25.98 per hour.

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: **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. 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 at least two (2) 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: **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: **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. Technician II position(s) get to travel, see amazing areas, help restore and maintain the Tribes beloved salmon, steelhead, and lamprey populations. Exciting work opportunities are available assisting and supervising our habitat and watershed projects, working in our hatcheries and production facilities, and working on evaluation projects. Positions are responsible for assigned duties from handling fish, surveying and maintaining trails, remote stream surveys, identifying and marking fish, supervising staff, entering critical data, and other related duties as assigned. Must be mechanically inclined and have good computer skills. Must be highly motivated and have the ability to work cooperatively with others. Requires two (2) years of college education (48 Credits). Three (3) years of relevant experience is equivalent to one (1) year college. Requires one (1) year of related experience to project needs and six (6)



months leadership experience. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) 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 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 Law & Justice Department is recruiting for: **PROSECUTOR [HR-26-118] (Full-time/Lapwai)** To represent the NPT in all criminal and juvenile cases before the Nez Perce Tribal Court, reviewing reports charging cases, drafting written complaints, motions, proposed orders, legal briefs, jury instructions, sentencing recommendations and other legal documents. Will represent the Tribe in civil prosecutions and Minor in Need of Care/ICWA proceedings that come before the Tribal Court. Supervises the Administrative Legal Assistant, Deputy Prosecutor, and Child Support Enforcement Attorney. Requires a Juris Doctor (JD) or Bachelor of Law (LLB) degree from an ABA accredited school of law. Requires licensure in good standing with any state bar, a current limited license to practice law in the state of Idaho or must pass a state bar exam and be licensed to practice law in that state no later than one (1) year after hire. Must pass a criminal background check with no criminal convictions. Requires two (2) years of experience working in a government law and justice related field, tribal government preferred. Please provide a legal writing sample with application/resume listing at least three (3) work-related references. Class



description/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 (D:R) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 26)**

The Nez Perce Tribe Law & Justice Department is recruiting for: **DEPUTY PROSECUTOR [HR-26-119] (Full-time/Lapwai)**. To assist the Prosecutor in upholding the Nez Perce Tribe Constitution, Tribal Code and the sovereignty of Tribe. Requires a bachelor's degree. Prefer a Juris Doctor, or expectations of receiving a Juris Doctor within six (6) months from date of hire, from an accredited law school. Requires licensure in good standing with any state bar, or a current limited license to practice law in the State of Idaho. Must pass a state bar exam and be licensed to practice law in that state no later than one (1) year after hire. Must pass a criminal background check. Requires two (2) years of successful work experience, as a prosecutor or criminal defense in a tribal court system is preferred. Knowledge of and sensitivity to the culture, customs, and traditions of the Nez Perce Tribe preferred. Must have a positive work history. Please provide a legal writing sample with application, and resume. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 22)**

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 Water Resources is recruiting for: **WATER RESOURCES TECHNICIAN I [HR-26-138] (Full-time Seasonal/Lapwai)**. This seasonal position starts in March or April and ends in November or December, depending on weather for riparian tree planting. The successful applicant will join a professional and experienced team working to restore and enhance streams and wetlands. Primary duties include planting potted trees along streams using power and hand tools, building and installing protective tree cages, and supplemental watering at riparian restoration sites on the Reservation. Other duties may include, but are not limited to, maintaining accurate records of work activities and information gathered for program reporting requirements: fence building,



noxious weed control; restoration site maintenance; stream health surveys; operating power equipment; using GPS devices; and performing other duties as assigned. Requires the ability to be self-motivated and work constructively with team members; problem-solving skills, basic computer skills, including familiarity with Microsoft Word and Excel; and competence using powered tools. The incumbent must be in good physical condition and be able to life up to 50 pounds on a recurring basis, hike over various terrain, and wade in wetlands and streams. Requires a high school diploma or GED. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug-free work environment; pre-employment drug testing is required. Requires Driver's License and ability to be insured under the Nez Perce 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) (wage range \$17.85 and up DOE)*

The Nez Perce Tribe Water Resources Division is recruiting for: **CLIMATE POLLUTION REDUCTION GRANT (CPRG) COORDINATOR [HR-26-148] (Full-time/Lapwai).** The CPRG Coordinator will manage multi-million-dollar projects funded through the EPA Climate Pollution Reduction Grant, including residential energy improvements, housing upgrades, renewable energy projects, battery storage, electric vehicle infrastructure, fleet transition, wood stove replacement, and afforestation activities. Responsibilities include project planning, budget tracking, grant administration, procurement and contract coordination, reporting, partner coordination, and compliance with Tribal, federal, and grant-specific requirements. Requires a bachelor's degree in Project Management, Business Administration, Public Administration, Environmental Science, Environmental Engineering, Renewable Energy Technology, Urban and Regional Planning, Environmental Policy, or a related field. Master's degree preferred. Requires five years of professional-level experience managing complex projects, budgets, grants, contracts, or related programs, or three years with a master's degree. Requires two years of supervisory, team leadership, project oversight, or staff coordination experience. Class/job description available from the Nez Perce Tribe Human Resources Department. Provide college transcripts and a cover letter. The Nez Perce Tribe is a drug-free work environment; pre-employment drug testing is required. Requires a valid driver's license and ability to be insured under the Tribe's policy. Must provide a three-year driving record. Open until filled. *(Grade 22)*

The Nez Perce Tribe's Office of Legal Counsel is recruiting for: **STAFF ATTORNEY [HR-26-147] (Full-Time LAPWAI).** The applicant has relevant experience with land, water rights, and natural resource matters related to the protection and management of the Tribe's sovereignty and treaty-reserved rights. The staff attorney would be under the supervision of the Managing Attorney and provides legal advice and representation to the Nez Perce Tribe Executive Committee, the governing body of the Nez Perce Tribe. The Office of Legal Counsel provides the full range of legal services to the Nez Perce Tribe, headquartered in Lapwai, Idaho, and consists of six attorneys and three support staff. Requires a Juris Doctorate degree. The applicant must have at least five (5) years of relevant legal experience practicing environmental and natural resources law, Indian law, and related matters and ideally will have experience working for or with federally recognized Indian tribes, federal and state agencies, or non-governmental organizations. The candidate will be comfortable handling litigation, transactional negotiations, project management, and strategic planning. The candidate will be a team player and will have sound judgment, accompanied by excellent research, writing and oral communication skills. The candidate will have the ability to analyze complex factual, legal, and policy issues; delve deeply into any area of law; and respond to a wide array of legal issues that require prompt and accurate analysis on a day-to-day basis. The Nez Perce Tribe offers an attractive compensation package, including medical and life insurance, 401(k) contribution, and a generous leave policy. Insurability and pre-employment drug screening is required. Tribal, Indian, and Veteran's preferences apply. Applicant must be a member of a state bar and in good standing and be admitted to the Idaho state bar within



one year of hire. Please contact Jeanette Moody in the Office of Legal Counsel at 208.843.7355 if you have any questions about this position. Please provide a cover letter, résumé, job application (form available at www.nezperce.org), and writing sample to Human Resources, P.O. Box 365, Lapwai, ID. A class description is available from Human Resources. *(Grade 28)*.

The Nez Perce Tribe Department of Law & Justice is recruiting for: **CHIEF OF POLICE/DIRECTOR OF PUBLIC SAFETY [HR-26-143] (Full-time)**. The purpose of the class is to supervise staff and provide management of the Nez Perce Tribal Police, and related law enforcement and emergency services. The class is responsible for staff supervision, planning, civil and criminal processes, training, equipment and supplies budget, policy, and reporting. The class researches and formulates long range goals for the organization; develops policies and position papers and reports to the Law & Order Executive Officer (LOEO). This position is hired under contract with the Nez Perce Tribe. Requires one of the following: Master's degree in Law Enforcement or closely related field with no less than seven (7) years of successful Law Enforcement experience including no less than four (4) years successful supervisory experience in a law enforcement agency. Bachelor's degree in Law Enforcement or closely related field with no less than ten (10) years of increasingly responsible and successful Law Enforcement experience including no less than five (5) increasingly responsible and successful Law Enforcement experience including no less than five (5) years' successfully supervisory experience in a law enforcement agency. Successful completion (2.5 GPA or higher) of at least two (2) years of post-secondary education preferably including courses in Law Enforcement experience including no less than seven (7) years of successful supervisory experience in a law enforcement agency. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **This position is open until filled.** *(Grade 26, annual salary of 95k-125k DOQ)*

The Nez Perce Tribe Office of Legal Counsel is recruiting for: **MANAGING ATTORNEY [HR-26-140] (Full-time Lapwai)**. The Nez Perce Tribe's Office of Legal Counsel is seeking a managing attorney who has relevant experience with treaty rights, land, natural resources, and personnel matters, preferably on behalf of Indian tribes or other governments. The Office of Legal Counsel provides the full range of legal services to the Nez Perce Tribe, headquartered in Lapwai, Idaho, and consists of a Managing Attorney and five (5) staff attorneys and three (3) support staff. The ideal candidate will have five years' experience in executive level management, to include supervising staff, management of the office, budgeting, and liaison to tribal departments and outside agencies. The ideal candidate will be comfortable handling litigation, transactional negotiations, project management, and strategic planning. Must be a team player and have sound judgement, accompanied by excellent research, writing, and oral communication skills. The managing attorney will need to have the ability to analyze complex factual, legal, and policy issues; to delve deeply into any area of law; and to respond to the wide array of legal issues that require prompt and accurate analysis on a day-to-day basis. Maintain thorough knowledge of all Law & Order operations of the Tribe, specific to departments or progress assigned to supervise and to current and pressing law & order issues important to the Tribe and other federally recognized tribes. Requires a Juris Doctorate (Law) Degree. This position requires five (5) years' of legal experience, preferably Indian Law experience. Nez Perce Tribe offers an attractive compensation package, including medical and life insurance, 401k contribution, and a generous leave policy. Insurability and pre-employment drug screening is required. Tribal Indian, and Veteran's preferences apply. To be considered, you must be a member of a state bar and in good standing, and you must be admitted to the Idaho State bar within one year of hire. Please provide a cover letter, resume, NPT job application, and writing sample to Human Resources department. Class/job description available at the NPT Human Resources Department. The Nez Perce



Tribe is a drug-free work environment; pre-employment drug testing is required. Requires Driver's License and ability to be insured under the Nez Perce 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. **Closing date: June 1, 2026 at 4:00pm (Grade 30)**

The Nez Perce Tribe Mamáy'asnim Hitéemenwees (Children's Place of Learning) HS|EHS|CCDF – Lapwai Center is recruiting for **ONE (1) CUSTODIAN POSITION, [HR-26 -150] (Full-Time/ Lapwai)**. The Mamáy'asnim Hitéemenwees Program is seeking a reliable Custodian responsible for daily cleaning and light maintenance of all Mamáy'asnim Hitéemenwees buildings and premises, following established procedures and checklists under the general supervision of the Health & Safety Specialist. Duties include cleaning classrooms, restrooms, hallways, kitchens, and administrative areas; ensuring windows and doors are locked; maintaining entrances, sidewalks, and campus grounds year-round, including trash removal, mowing, weeding, snow removal, and applying de-icer; monitoring supplies and equipment; submitting required checklists; and handling machines and equipment related to custodial work. **Minimum Requirements:** This position requires a high school diploma or GED, a valid driver's license with an insurable record and a current Driver's License Record (DLR), and the ability to perform medium physical work involving bending, stooping, kneeling, reaching, and lifting 20–50 pounds. Appointment is contingent upon passing a criminal background check and pre-employment drug test and requires a current physical exam and TB test. Open Until Filled. **(Grade 5)**

The Nez Perce Tribe Mamáy'asnim Hitéemenwees (Children's Place of Learning) HS|EHS|CCDF is recruiting for **PROGRAM ASSISTANTS** positions at **LAPWAI AND KAMIAH CENTERS. [HR-26-151]**. Lapwai Center - Two (2) full-time positions, 12-month positions, 40 hours per week, M-F; Kamiah Center: One (1) position, operating August–May, 30–32 hours per week, M-Th. The Program Assistant supports the program in delivering high-quality services to children and their families. This role works directly with children ages 0–5 and requires light physical activity, including walking, standing, kneeling, bending, sitting on the floor or in chairs, and lifting or carrying up to 50 pounds on a recurring basis. **Key Responsibilities:** Assist in all phases of daily classroom operations. Support children in classroom activities and daily routines. Eat and interact with children during meals, modeling appropriate behavior. Prepare materials for weekly lesson plans as directed by the Lead Teacher or Teacher Assistant. Participate in staff meetings, trainings, and workshops; complete and maintain CDA certification. Perform bus monitoring duties and actively supervise children at all times. Help maintain clean, safe classroom, building, and playground environments; perform janitorial duties as assigned. Perform additional duties as assigned. **Minimum Requirements:** High School Diploma or GED. Ability to obtain and maintain CDA certification. Ability to obtain Food Handler's Card, CPR, and First Aid Certification. Must pass a criminal background check, fingerprint clearance, physical exam, and TB test before appointment. Open Until Filled. **(Grade 6)**

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

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

Nez Perce Tribe Human Resources Office
ATTN: **Job Name & No.**
P.O. Box 365
Lapwai, Idaho, 83540



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

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

www.nezperce.org.

OTHER EMPLOYMENT OPPORTUNITIES

- **United States Census Bureau is recruiting for Field Supervisors.** Field supervisors are responsible for data collection. Manage, train, and supervise a team of Field Representatives. When needed, conduct in-person interviews to collect survey census data throughout the assigned geographic area. To apply go to <https://www.usajobs.gov/job/860716400>. **Field Representatives.** Interviews respondents to collect survey data as required for ongoing surveys. Reads survey materials and conducts interviews in person at respondent's home. Serves as a primary point of contact for respondents and Census management. To apply go to <https://www.usajobs.gov/job/857493200>. **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. **Open until filled.**
- **Idaho Department of Labor, Lewiston, ID is recruiting for: Administrative Assistant (#2533643), Sheet-metal & Multicraft Worker (#2530709), Manufacturing Supervisor/Day Shift (#2532769), Opl Examiner I (#2533547), Press Brake Operator (#JC290853595), Long Term Care Ombudsman/Lewiston (#2532214), Commercial Driver/Part Time (#JC290967436), Retail Sales Support- Lewiston Center Mall (#JC290986678), Family Service Worker – CYFS (#JC290840821), Operations Maintenance Coordinator (#2532854), IFM Director (#2530767). Orofino: Physical Therapist (#2529852), Water Treatment Operator/Kamiah (#2532770), CNC Machinist (#2524864), Reimbursement Specialist II (#2532821), Data Entry (#2532820), Housekeeper (#2529854), Culinary Aide (#2532822), Temporary Transportation Technician- Flagger (#JC289094073).** For more information and how to apply go to <https://idahoworks.gov>. Closing dates vary depending on positions.
- **AVISTA is recruiting for: Process Excellence Partner, Construction Services Technician, Project Manager, Pre Apprentice Hydro Operator – Temporary (Up to 6 months), Apprentice Network Technician (Various Locations), Journeyman Protection Control Meter Technician.** For more information and how to apply go to www.myavista.com/about-us/working-at-avista.
- **Confederated Tribes of the Umatilla Indian Reservation (CUTIR) is recruiting for: Deputy Executive Director, Executive Assistant to the Office of Executive Director, Advanced Wildland Firefighter (up to 4 positions), Entry Level Wildland Firefighter/firefighter type 2 (up to 12 positions), Community Resource Case Worker I, Program Assistant (Family Engagement), Fisheries Tech. I-II Biomonitoring Project (Seasonal), eDNA Field Internship Opportunity-Freshwater Mussel (2 positions), Field Internship**



Opportunity (2 positions) Freshwater Mussel Lab, Fisheries Biologist I-Research, Monitoring & Evaluation & Projects, Fisheries Habitat Technician I (Grande Ronde Restoration Project), Supervisor Forester, Forester I, Inventory Forester, Umatilla Basin Hydrologist, Preschool Coordinator (RE-Advertised), After-School Education Program Coordinator (Re-Advertised), Sahaptian Language Apprentice, Indian Education Coordinator (RE-ADVERTISED) (2 positions), Surveillance Operator (2 positions), Home Inspector/Rental Coordinator HUD & Tribal Housing, Administrative Assistant II, Public Transit Bus Driver (3 position) (Part-time), Building Inspector (up to 3 positions) (Part-Time/On-Call), Electrical Inspector Transit Fleet and Safety Manager, Cook- Cashier (up to 2 position) (Part-Time) Re-Advertised, Police Officer (2 positions), Communications Officer, BOLSTER Lead. For more information and how to apply go to <https://ctuir.org>. Closing dates vary depending on positions.



WE ARE HIRING!



PROGRAM COORDINATOR

- **Full-Time/Non-Exempt**
- **\$38.54-\$45.69 per hour/DOE/DOQ**
- **BA in psychology, social services, education; combination of experience & education may be considered.**
- **Minimum 2 years in a shift-based environment (healthcare, residential, shelter, youth services, education, or similar) with responsibility for scheduling or coverage.**
- **Flexibility to support 24/7 operations, including evenings/weekends/on-call.**

POSITION SUMMARY

The Behavioral Health Program Coordinator plays a key role in maintaining the operational integrity of a 24/7 behavioral health program serving children and adolescents.

This position supports the Program Director by ensuring consistent staffing, organizing therapeutic activities, collecting program data, and delivering specialized training to frontline staff.

The coordinator helps foster a trauma-informed, culturally responsive environment while ensuring smooth day-to-day operations and compliance with program standards.

For more information and/or to apply:
www.healinglodge.org
Indeed and/or ZipRecruiter



LAPWAI

INDIAN EDUCATION DEPARTMENT

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TITLE VI - JOHNSON O'MALLEY
PROGRAMS ARE SEEKING TO FILL
2 VACANT POSITIONS ON THE
INDIAN PARENT COMMITTEE
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PLEASE SEND YOUR LETTER OF INTEREST
TO RTAYLOR@LAPWAI.ORG

Position opened until filled.

Lapwai School District #341



2026-2027 SCHOOL YEAR

- Middle-High School Principal
- Kindergarten Teacher

CURRENT OPENINGS

- Full-time Custodian
- Behavior Intervention Specialist
- Behavior Intervention Paraprofessional
- Bus Driver
- Certified Substitutes (\$155.00/day)
- Non-Certified Teacher Sub (\$140.00/day)

BENEFITS

HEALTH, VISION, DENTAL, PERSI RETIREMENT, LIFE INSURANCE
PAID SICK LEAVE AND PERSONAL DAYS, PERSI CHOICE 401(K)
OPTIONAL AFLAC PLANS.

LAPWAI IS AN EQUAL OPPORTUNITY EMPLOYER
ALL POSITIONS ARE SUBJECT TO A BACKGROUND CHECK

Please visit: www.lapwai.org/jobs for more information or
contact the Lapwai School District Office 208-843-2622