



~ SEPTEMBER 28, 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.

To apply: Recruitments for *Entry Level Positions (Grade 15 and below)* will require a completed Tribal application, Driver's License Record (DLR). Recruitments for *Professional Positions (Grade 16 and above)* will require a complete Tribal application, Resume, and Driver's License Record (DLR). **Please submit one application per position.**

LATE OR INCOMPLETE APPLICATION PACKETS WILL NOT BE CONSIDERED

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 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. (Grade20)**

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 substitute 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 Department of Social Services/Indian Child Welfare is recruiting for: **RESOURCE CASE-WORKER I [HR-26-168] (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 Planning & Economic Development is recruiting for: **DATA ANALYST [HR-26-170] (Full-time/Lapwai)**. Responsible for supporting data management, research, planning, organizational analysis, and strategic decision-making for the Department of Planning & Economic Development. This position develops and maintains Tribal data systems, demographic database, reporting tools, surveys, dashboards, and analytical resources that support Tribal planning, policy development, organizational performance, and executive decision-making. Requires data collection and storage and attending meetings and trainings. This position collaborates with Tribal departments to improve data quality, reporting processes, and organizational planning while providing analysis, visualizations, presentations, and technical support that strengthen data-informed decision-making across the tribe. Requires a Bachelor's degree, preferably in Business Administration, Project Management, or related field. Three years of relevant job experience may be substituted for one year of college education. Please include college transcript and certifications or documentation in data training. Requires three (3) years of experience in project support, organizational operations, executive support, or related field. Requires a valid driver's license and the ability to be insured under the tribe's policy. Requires passing background check within 60 days of employment. Experience working with tribal governments, public agencies, nonprofit organizations, or multi-department organizations 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. 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 20)**

The Nez Perce Tribe Child Support Program is recruiting for: **CASE MANAGER [HR-26-171] (Full-time/Lapwai)**. This position provides case management services, information, assistance, and guidance to Child Support Program clients. Duties include conducting client interviews; locating noncustodial parents; establishing paternity; initiating, implementing, and enforcing child support orders; processing child support collections and distributions; preparing case documentation and reports; making referrals; and working with federal, state, and tribal partners in accordance with applicable laws, regulations, policies, and procedures. Knowledge of and respect for Nez Perce culture and the ability to work effectively with Native American families and low-income families are important. Requires an Associate's degree; a Bachelor's degree in Social Work, Sociology, Psychology, or closely related field is preferred. Three years of relevant job experience may substitute for one year of college. Two years of case management experience and experience working with Native American communities and low-income families preferred. Requires a valid driver's license, ability to be insured under Tribal policy, and passing criminal background check. Must demonstrate a commitment to a lifestyle free from violence, alcohol, and drugs. The Nez Perce Tribe is a drug-free workplace; pre-employment drug testing is required. Tribal preference applies. **Open until filled. (Grade 16)**



The Nez Perce Tribe Students for Success Program is recruiting for: **PREVENTION OUTREACH SPECIALIST [HR-26-172] (Full-time until June 30, 2027)**. After June 30, 2027, the position will be Part-Time (20-24 hours per work). Requires excellent organizational and multi-tasking skills to implement the comprehensive prevention outreach objectives for the program's multiple funding sources. Responsible for development and implementation of project goals and objectives to cultivate positive change in youth behavior with evidence-based best practices to serve youth through cultural activities and life skills. coordinates prevention and enrichment activities with other youth programs, outreach services and education agencies. Works closely with Program Director to implement, monitor, and evaluate grant projects. Must have excellent writing and oral communication skills, highly motivated and can work independently and cooperatively with others. Requires associate's degree, vocational technical degree, or specialized training equivalent to satisfactory completion of (2) two years of college education. Three years of relevant experience is equivalent to one year of college. Requires two (2) years of experience in any of the following areas: Drug and Alcohol prevention, intervention or treatment, criminal justice, social work, social sciences or any discipline involving youth (volunteer or paid). This position will report directly to the Students for Success Director and will be stationed in the Lapwai Students for Success Office, with the responsibility to deliver reservation-wide outreach. Requires a valid driver's license with the ability to be insured under the Tribes policy. The Nez Perce Tribe is a drug-free workplace; pre-employment drug testing is required. Tribal preference applies. **Closing: 10/09/2026. (Grade 13)**

The Nez Perce Tribe Police Department is recruiting for: **DETECTIVE I [HR-26-173] (Full-time/Lapwai)**. 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 areas of responsibility. Requires two (2) years of college in Law Enforcement or closely related field. Requires proof of U.S. citizenship and proof of being at least twenty-one (21) years of age at the time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from any state, within one (1) year from date of hire, must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation and a complete background investigation prior to and to retain employment. Must enter into a contract with the Nez Perce Tribe to work for four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from the military service if applicable. Requires over six (6) years in related field. Prefer at least three (3) years of continuous service with the Nez Perce Tribal Police Department. 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 and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. **Closing: 10/02/2026. (Grade 22)**

The Nez Perce Tribe Police Department is recruiting for: **DETECTIVE II [HR-26-174] (Full-time/Lapwai)**. 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. Represents a full-time technical specialization for Detectives previously serving at the Detective I level. Requires two (2) years of college in Law Enforcement or closely related field. Requires proof of U.S. citizenship and proof of being at least twenty-one (21) years of age at the time of appointment. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards and Training (POST) from



any state, within one (1) year from date of hire. Requires valid Idaho driver's license and the ability to be insured under Tribal policy. The selected candidate must successfully complete an honesty interview and polygraph, drug urinalysis, psychological and medical evaluation and a complete background investigation prior to and to retain employment. The candidate must enter into a contract with the Nez Perce Tribe to work for four (4) consecutive years from date of hire. Must have an honorable, good conduct, or honorable discharge from the military service if applicable. Must have completed a basic eighty (80) hours Narcotic Investigation course and must have demonstrated experience investigating complex narcotic cases. Must have completed a total of forty (40) hours of crime scene investigation training and must have demonstrated advanced skills in working complex crime scenes. Hold Permanent Status as (Preferred) a Nez Perce Tribal Police Officer or as a Lateral Police Officer of a Federal, Tribal, State, county, municipal, or local police law enforcement agency or department. 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) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Closing: 10/02/2026. (Grade 23)**

The Nez Perce Tribe Finance Department is recruiting for: **PAYROLL SPECIALIST I [HR-26-175] (Full-time/Lapwai).** To maintain accurate payroll records. Responsible for processing weekly and/or miscellaneous payroll and assisting with bi-weekly payroll, data entry, document preparation, and excellent customer service. Works according to set procedures under the supervision of the Payroll Supervisor. Requires two (2) years of college education (48 credits). Three (3) years of relevant experience is equivalent to one-year of college education. Requires three (3) years of related experience to project needs. Will provide reception duties/back up duties at front desk when necessary. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Closing: Open Until Filled. (Grade 13)**

The Nez Perce Tribe Finance Department is recruiting for: **PAYROLL SPECIALIST II [HR-26-176] (Full-time/Lapwai).** To maintain accurate payroll records. Responsible for processing weekly and/or miscellaneous payroll and assisting with bi-weekly payroll, data entry, document preparation, and excellent customer service. Works according to set procedures under the supervision of the Payroll Supervisor. Requires an associate's degree. Three (3) years of relevant job experience may be substituted for each year of required college education. Requires two (2) years of experience with payroll. Performs account audits, completes complicated tax forms, processes manual checks and voids. Reconcile out of state reports and spreadsheets on a quarterly basis. Position will be cross-trained and be required to assist other functions of the Finance office. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires Driver's License and ability to be insured under the Nez Perce Tribe Policy. Must provide a current driver's license record (DLR) and any DLR from other state(s) where you have been licensed to drive in the last three (3) years. **Closing: Open Until Filled. (Grade 16)**

The Nez Perce Tribe Department of Social Services/Indian Child Welfare is recruiting for: **RESOURCE CASE-WORKER II [HR-26-177] (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 relevant work experience related to child welfare or human services field 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. **Closing date: 10/09/2026. (Grade 19)**

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

The Nez Perce Tribe Police Department is recruiting for: **CORRECTIONS SERGEANT [HR-23-151] (Full-time/Lapwai)**. This is an important position in the Police Department which requires current certification in an approved Corrections and/or Detention Academy. This position assigned area of responsibility will primarily be the new correctional facility; provides input into training staff, supervises correctional officers and reviews all inmate complaints among other duties. Requires basic police officer course graduation certificate from the Federal Law Enforcement Center (FLETC) or Indian Police Academy (IPA) or Peace Officer Standards Training (POST) from any state. The selected candidate must successfully complete an honesty interview and polygraph, psychological and medical evaluation, and 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 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: **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 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 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's Office of Legal Counsel is recruiting for: **STAFF ATTORNEY [HR-26-147] (Full-Time LAP-WAI).** 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. **Open until Filled. (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 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 Finance Department is recruiting for: **FINANCE DEPUTY DIRECTOR [HR-26-163] (Full-time/Lapwai)**. This position will serve as the second-in-command for the Finance Department, assisting the Finance Manager in overall administration, direction, and coordination of all financial operations of the Nez Perce Tribe. This position provides executive-level leadership, strategic planning, and operational oversight for accounting, grants, payroll, accounts payable, accounts receivable, procurement, tax compliance, and administrative functions. Requires Bachelor's degree in accounting, Finance or a closely related field. Master's degree is preferred. Requires three (3) years of progressively responsible professional accounting/ finance experience, including experience with tribal federal grants in accordance with Uniform Guidance (2 CFR 200). Requires three (3) years of direct supervisory experience. Advanced level with Microsoft Excel that includes pivot tables and advanced formulas for data and financial modeling, and scenario analysis. Experience with software applications and financial enterprises systems. Requires a Valid Driver's License and ability to be insured under the Tribe's policy. Requires the ability to pass a background check. Position 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 a current driver's license record (DLR) where you have been licensed to drive in the last three (3) years. Please provide a copy of your college diploma. **Closing date: Open until Filled. (Grade 24)**

****RE-ADVERTISE**** 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 Water Resources Division is recruiting for: **SOLID WASTE & RECYCLING TECHNICIAN I [HR-26-166] (Full-Time/ Lapwai)**. Responsible for assisting the Solid Waste and Recycling Technician II and/or Solid Waste Coordinator in a variety of tasks associated with implementing and improving solid waste and recycling operations for the Nez Perce Tribe. Collecting recyclable materials, working in the recycling center and baling recycled materials; hauling solid waste to the landfill, hauling baled recyclables to recycle facilities; performing education and outreach for solid waste and recycling, reducing the solid waste stream; and working with other Technician I level personnel. 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. **OPEN Until Filled.** (Grade 9).

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, Driver's License Record. Recruitments for *Professional Positions (Grade 16 and above)* will require a completed Tribal application, resume, and Driver's License Record. **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 Youth-Build 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), Sheetmetal & 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://ida-howorks.gov>. Closing dates very depending on positions.

- **AVISTA is recruiting for: Process Excellence Partner, Construction Services Technician, Project Manager, Pre Apprentice Hydo 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.
- **Position Announcement: Forest Policy Director Friends of the Clearwater, Moscow, Idaho. The Clearwater River watershed in north-central Idaho is truly a special place.** The watershed contains critical habitat for seven ESA-listed threatened and endangered species and is home to three Wild and Scenic Rivers, two National Historic Trails, three wilderness areas totaling over 1.5 million acres, and an additional 1.5 million acres of surrounding designated roadless area. The upper basin also provides connectivity between the wildlands of northwestern Montana and the vast Frank Church River-of-No-Return Wilderness, as well as one of the last cold-water sanctuaries for wild Snake River salmon and steelhead. The connectivity to the Frank Church wilderness and surrounding roadless areas south creates the largest intact wildland complex in the lower 48 states- known as the Big Wild. **For nearly 40 years, Friends of the Clearwater has staunchly protected and defended the public lands, waters and wildlife of the upper Clearwater River basin.** This has been our primary area of focus. FOC is a strong advocate for maintaining the Nez Perce-Clearwater National Forests' roadless areas, for protecting threatened and endangered species from bull trout to grizzly bears, and of maintaining existing old growth forests. FOC uses education, citizen activism, and when necessary, litigation to carry out its mission. **FOC currently faces major new challenges in conducting its work:** the negative impacts of climate change, growing threats of species extinction, and new government policies and practices, especially the Nez Perce-Clearwater Forests' revised Land Management Plan. We also recognize that new challenges can provide new opportunities. These challenges and opportunities require that FOC expand both its professional staff and volunteer forces. **We are now looking for a dynamic Forest Policy Director to contribute to our important work.** If you feel you have the intellectual capacity, people skills, and passion for the environment this job requires, we'd like to talk with you. **Please send an email stating your interest/cover letter and resume to board@friendsoftheclearwater.org.** Include your phone number and a good time of the day when we can reach you.
- **NORTHWEST PORTLAND AREA INDIAN HEALTH BOARD: SENIOR RESEARCH MANAGER.** Initial salary range \$91,000 - \$110,000 annually. HEALTH, VISION, & Dental insurance, retirement contributions, PTO, and Paid Holidays. Funded through July 30, 2027, full-time, located in Portland, Oregon. The Senior Research Manager (SRM) manages day-to-day research coordination for the Native Collective Research Effort to Enhance Wellness (N CREW) program, which addresses overdose, substance use, mental health, and pain, and is housed within the Northwest Regional Research Center (NWRRC). The SRM is responsible for project tracking, award implementation, Tribal research support, training and event coordination, Institutional Review Board (IRB) processes, data-quality support, grant reporting, and related research administration. The SRM serves as a central liaison among Principal Investigators (PIs), project staff, participating Tribes, community advisors, partner organizations, and funders to support timely, compliant, culturally responsive, and successful project outcomes. **Apply online at:** <https://ats.rippling.com/npaihb/jobs> or **SEND RESUME AND APPLICATION TO:** NPaiHB Human Resources Department, 920 NW 17th Avenue, Portland, Oregon 97209 FAX: (503) 228-8182. Email: HR@npaihb.org
- **NORTHWEST PORTLAND AREA INDIAN HEALTH BOARD: PREVENTION COORDINATOR.** Reports to, Youth Prevention Director, Initial Salary Range: \$58,000 – \$68,500 annually, Benefits: Health, Vision, & Dental Insurance, Retirement Contributions, PTO, and Paid Holidays. Funded Through: August 30th, 2028. Classification: Salaried, Exempt. Sta-



tus: Full-Time (1.00 FTE), Regular w/ Benefits. Location: Portland, OR. **Apply online at:** <https://ats.rippling.com/npaihb/jobs> or **SEND RESUME AND APPLICATION TO:** NPAIHB Human Resources Department, 920 NW 17th Avenue, Portland, Oregon 97209 FAX: (503) 228-8182. Email: HR@npaihb.org

- **The Lapwai School District has the following openings for the upcoming school year:**

- Food Service
- [Behavior Intervention Specialist](#)
- [Behavior Intervention Paraprofessional](#)
- Bus Driver
- Substitute Teachers, Bus Drivers, Custodians, and Kitchen

Please visit <http://www.lapwai.org/jobs/jobs.php> for more information or call the district office at 208-843-2622.

- **NEZ PERCE TRIBAL HOUSING AUTHORITY CURRENT EMPLOYMENT OPPORTUNITIES**

- The Nez Perce Tribal Housing Authority (NPTHA) is currently accepting applications for the following positions.
OPEN UNTIL FILLED

- **Executive Assistant (Full-Time)**

- Provide executive-level administrative support to the Executive Director while assisting the Board of Commissioners, coordinating agency operations coordinating, meetings, communications, and administrative functions.

- **Key Qualifications:**

- • Associate's Degree in Business Administration, Public Administration, Management, Communications, or related field required (Bachelor's preferred).
 - • Minimum two (2) years of progressively responsible executive or administrative support experience.
 - • Strong organizational, communication, writing, and time management skills.
 - • Proficiency with Microsoft Office (Word, Excel, Outlook, PowerPoint, Teams).
 - • Experience supporting executive leadership or governing boards preferred.
 - • Experience with social media, website management, or graphic design is preferred.

- **Seasonal Grounds Keeper – Kamiah**

- Perform seasonal lawn care and grounds maintenance to maintain NPTHA properties in Kamiah.
- **Key Qualifications:**
 - • Able to perform physical labor in all weather conditions.
 - • Comfortable operating lawn care equipment.
 - • Reliable and able to maintain a consistent work schedule.



NEZ PERCE TRIBAL EMPLOYMENT RIGHTS
COMMISSION

NOTICE

Advertise - 3 - TERO Commission Position

This is to fill the vacant positions term (1/12/26-1/12/29) for a three year term.

To apply for the position please forward letters of interest to:

TERO Office, P.O. Box 365, Lapwai, ID 83540.

- **Need to be an Enrolled Nez Perce Tribal Member.**
- **Have understanding of Title 9 and TERO.**
- **Attend Monthly meetings (first Wednesday of each month) and/or Special meetings as designated.**
- **This is three-year term position applicant will accept and be able sworn in by Tribal Judge for the Term.**
- **Notice: Deadline Dated: 10/04/26.**

For more information you can call TERO Office at 208-843-7363



CAREER & INTERNSHIP FAIR

October 8th

10 - 2

P1FCU Activity Center

Connect with
motivated students
from 130+ programs!



*To view event details
and register for the fair,
scan the code below:*

