

~APRIL 8, 2019 ~



NEZ PERCE TRIBE

JOB OPENINGS


Open only to qualified IN HOUSE applicants:

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.

Re-Advertise: The Nez Perce Tribe Social Services Senior Citizens Program is recruiting for: **COOK HR-17-178 (LAPWAI)** part-time. To plan and prepare meals with federal, state, local, and Tribal standards. Requires a High School diploma/GED or specialized vocational training. Must have or obtain Food Handler Permit within ninety (90) days 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 three (3) months food preparation experience for large groups of people. **Open until filled. (Grade 5)**


The Nez Perce Tribe Department of Social Services Senior Citizens Program is recruiting for: **COOK HR-18-112 (KAMIAH)** full-time. To plan and prepare meals with federal, state, local, and Tribal standards. Requires a High School diploma/GED or specialized vocational training. Must have or obtain Food Handler Permit within ninety (90) days of hire. 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 three (3) months food preparation experience for large groups of people. **Open until filled. (Grade 5)**



Re-Advertise: The Nez Perce Tribe Senior Citizen Program is recruiting for: **BUS/VAN DRIVER HR-18-104 (KAMIAH)** part-time. To transport senior citizens to and from activities, to and from grocery store, to post-office and appointments. Responsible for the delivery of meals on a daily basis. Works according to Vehicle Use and Maintenance Manual and other policies that apply. Position is under the supervision of the Senior Citizen Coordinator. Requires High School Diploma/GED, or specialized vocational training. Requires six (6) months bus/van operation. Must successfully pass an extensive background check upon hire. Requires a valid driver's license with the ability to be insured under the Tribes policy. Requires a Commercial Driver's License within six (6) months of employment. Class description available at the NPT Human Resources Department. 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 motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 7)

The Nez Perce Tribe Department of Executive Direction/Appaloosa Express Transit System is recruiting for: **ONE (1) BUS OPERATOR (KAMIAH) HR-18-119** on-call. 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 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. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report from the state(s) where you have been licensed to drive within 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 OPERATOR(S) (LAPWAI) HR-18-120** on-call. 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 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. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 12)



The Nez Perce Tribe Department of Early Childhood Development (ECDP) is recruiting for: **PROGRAM ASSISTANT(S) HR-18-182 (KAMIAH)** full-time position August through May, additionally thirty two (32) hrs. per week, Monday through Thursday. To assist the program as directed in delivery of services to children and their families; Requires working with children 0-5 years of age; Requires light work that involves walking, standing, kneeling, stooping, bending, sitting on chair or floor, and carrying or lifting up to 50 pounds on a recurring basis. Promotion of clean safe, and cheerful environment for children, also establishing and maintaining consistency of rules. Assists in all phases of classroom operations. Assist with children in daily classroom functions; eat and interact with children at meal times, serving as an appropriate model to the children. As directed by Lead Teacher or Teacher Assistant prepare materials as needed to carry out weekly lesson plans. Attend and participate in staff meeting, training programs, and teaching workshops; successfully complete CDA certification within six (6) months of appointment, and maintain CDA certification as required. Bus monitoring duties as assigned; actively supervise children at all times. Assists in keeping the building and playground in clean and safe condition. Complete janitorial duties as assigned. Perform other duties/tasks as directed/assigned. Requires High School Diploma/GED. Shall obtain Food Handler's card, CPR and First Aid Certification. Requires criminal background check/fingerprint check, physical exam, and TB test prior to appointment. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **Open until filled.** (Grade 6)

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (ENTRY LEVEL) HR-18-187** 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/GED, and 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 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **This position open until filled.** (Grade 15)

The Nez Perce Tribe Department of Law & Justice is recruiting for: **PUBLIC DEFENDER HR-19-132** Applicant must provide evidence of a Juris Doctorate degree from an accredited college of law, and of active membership in good standing in a State Bar Association and be licensed to practice in Tribal Court. Applicant must have two (2) years documented successful litigation experience as a practicing criminal defense attorney or prosecutor, preferably in a tribal court. Requires verification of successful



PUBLIC DEFENDER HR-19-132 (CONTINUED)

litigation experience by a letter of recommendation from the immediate supervisor, or by providing contact information from the immediate supervisor for a follow-up reference check. Applicant must demonstrate an understanding of Tribal, federal, and state law and multijurisdictional issues which often arise in litigation in Tribal Court. Excellent legal research and writing skills preferred. Please provide a legal writing sample with application, and resume. This is an exempt position with includes generous health insurance and other benefits. Salary based on record of successful litigation experience and demonstrated legal expertise. “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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **This position closes 4/12/19 (Grade 24)**

The Nez Perce Tribe Mamáy’asnim Hitéemenwees (Children’s Place of Learning) is recruiting for: **COOK HR-19-133 (LAPWAI)** full-time regular. To ensure quality service and planning of meals which meet the children’s needs in a Head Start, Early Head Start, and CCDF setting and complies with tribal, federal, state, and local regulations. Requires a High School Diploma/GED or specialized vocational training, and three (3) months experience in volume food preparation and cooking; to include cycle menu planning, purchasing and inventory, food demonstration, and ability to communicate effectively and teach in the classroom and parent and staff training. Must have excellent demonstrated communication skills, both oral and written, be computer literate and possess the ability to relate to children. Incumbent shall obtain Food Handler’s card within ninety (90) days of hire. Requires a background check, physical exam, and TB test prior to appointment. Must obtain CPR and First Aid Certification within ninety (90) days from date of employment. “Class description/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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled. (Grade 5)**

The Nez Perce Tribe Dept. of Education, Vocational Rehabilitation is recruiting for: **VOCATIONAL REHABILITATION COUNSELOR HR-19-134** regular full-time. To evaluate, provide counseling, employment placement advocacy and comprehensive quality case management services for disabled American Indian clients. Serves as liaison for clients with service agencies. Supervise counselors and interns. Conduct intake interview and determine client eligibility. Maintain client records and insure timely and comprehensive services. Develop Individual Employment Plans to include employment opportunities, placement assistance, vocational rehabilitation and post-employment follow-up; provide individual and family counseling regarding personal adjustments, client recognizing disability, client self-healing and acceptance, securing employment and building client self-confidence. Provide case management, client support services. Candidate will be required to take NWIC Tribal Vocational Rehabilitation Courses. Requires Bachelor’s degree in Vocational Rehabilitation (or closely related field); master preferred. Prefer certification as Certified Rehabilitation Counselor (CRC) and certification to administer psychological and vocational testing instruments. Prefer three (3) years supervisory experience; three years working with the unique Federal American Indian relationship required. “Class description/job description available at the NPT Human Resources Department.”




VOCATIONAL REHABILITATION COUNSELOR HR-19-134 (CONTINUED)

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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **This position closes 4/12/19. (Grade 16)**

Re-Advertise: The Nez Perce Tribe Department of Fisheries Resources Management is recruiting for: **WALLOWA LAKE FISHERIES TECHNICIAN I INTERN HR-19-123** This full-time seasonal will provide an early career Nez Perce Tribal member valuable exposure to ecological research and natural resources management. Position is located in Joseph, OR and will focus on Wallowa Lake fisheries research. The intern will also gain exposure to all aspects of NPT fisheries work in northeast Oregon. Duties include gaining experience with extensive limnological study of Wallowa Lake in support of potential Sockeye Salmon reintroduction efforts; lake-wide hydroacoustic sampling, open water traveling, angling, and spawning ground surveys to estimate kokanee abundance and collect diet information; zooplankton and mysis shrimp vertical tow sampling; monitoring of vertical temperature, dissolved oxygen, and conductivity profiles; gill-netting lake trout; and water chemistry sampling. Must be highly motivated and have the ability to work cooperatively with others. In addition to hourly wages, transportation (if needed), housing and food per diem will be provided. Requires a High School Diploma/GED, prefer individual to be enrolled or going to enroll in college. Class/job description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide a current motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **This position closes 4/19/19. (Grade 9)**

Open to ALL qualified applicants: (General Public)

The Nez Perce Tribe Department of Early Childhood Development (ECDP) is recruiting for: **PROGRAM ASSISTANT(S) HR-18-182 (KAMIAH)** full-time position August through May, additionally thirty two (32) hrs. per week, Monday through Thursday. To assist the program as directed in delivery of services to children and their families; Requires working with children 0-5 years of age; Requires light work that involves walking, standing, kneeling, stooping, bending, sitting on chair or floor, and carrying or lifting up to 50 pounds on a recurring basis. Promotion of clean safe, and cheerful environment for children, also establishing and maintaining consistency of rules. Assists in all phases of classroom operations. Assist with children in daily classroom functions; eat and interact with children at meal times, serving as an appropriate model to the children. As directed by Lead Teacher or Teacher Assistant prepare materials as needed to carry out weekly lesson plans. Attend and participate in staff meeting, training programs, and teaching workshops; successfully complete CDA certification within six (6) months of appointment, and maintain CDA certification as required. Bus monitoring duties as assigned; actively supervise children at all times. Assists in keeping the building and playground in clean and safe condition. Complete janitorial duties as assigned. Perform other duties/tasks as directed/assigned. Requires High School Diploma/GED. Shall obtain Food Handler's card, CPR and First Aid Certification. Requires criminal background check/fingerprint check, physical exam, and TB test prior to appointment. Class description available at the NPT Human Resources Department.



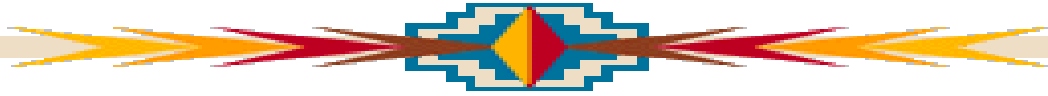
PROGRAM ASSISTANT(S) HR-18-182 (KAMIAH) (CONTINUED)

The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **Open until filled.** (Grade 6)

The Nez Perce Tribe Police Department is recruiting for: **POLICE OFFICER (ENTRY LEVEL) HR-18-187** 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/GED, and 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 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 motor vehicle report (MVR) where you have been licensed to drive within the last three (3) years. **Open until filled.** (Grade 15)

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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


EMPLOYMENT OPPORTUNITIES!!

- **OUTREACH NOTICE: Nez Perce/Clearwater National Forest is officering one opportunity for a Forestry Technician.** This is a permanent full-time position which will be stationed in Grangeville, ID. The duties for the position include performing technical support work for the South Zone's Veg management program in the following areas: timber sale prep, silviculture, wildlife and other resources area support, survey data collection and database entry, and sale administration duties as delegated. The Forest has a very active timber program (80MMBF) and a competitive market area that will significant bid premiums. This allows the Forest to accomplish a substantial amount of restoration work utilizing IRTC's. This position is part of a dynamic, high energy, efficient, and productive team of specialists who work well together and accomplish great work on the ground. The primary focus of vegetation management on the North Zone is restoration of the native white pine dominated eco-system. For more information and how to apply contact Andrew Lane, South Zone TMA at (208) 983-4027 or email Andrew at: ablane@fs.fed.us. **Closing date 4/10/19.**
- **The Department of Social and Health Services, Economic Services Administration, Division of Child Support is recruiting to fill seven (7) Support Enforcement Officer (SEO) positions.** These full-time positions are located at the DCS field Office in Seattle, WA. Make an impact of the lives of children, join us in transforming lives. You'll provide direct service to clients by establishing, modifying, and enforcing financial and medical child support obligations. For more information and how to apply go to <https://www.governmentjobs.com/careers/washington/jobs/2409250/dshs-child-support-enforcement-officer>. **Closing date 4/21/19.**
- **Avista Corporation is recruiting for: Credit Union Sr. Financial Officer, Energy Management Project Manager, Assistant Payroll Administrator, Meter Reader (Temporary), Terrestrial Resource Biologist, Analyst Data Science, and a Controls Engineer.** For more information and how to apply go to <https://myavista.com/about-us/our-company/working-at-avista>. **Closing dates vary with positions and locations.**
- **The Nez Perce Tribal Employment Rights Office (TERO) is seeking Tribal members who are skilled in the following types of jobs:** Asphalt experienced workers, rock crusher w/stock piling experience, Guardrail removal and installation experience, CDL w/Medical Card and endorsements, Sign removal and installation, Tree Planting, Seedling Protection and Herbicide Applicator, Laborers in construction, Laborers with experience with MSE wall and gabion baskets, lead carpenters, carpenters, flaggers with a valid certification and current card, concrete finishers, heavy equipment operators with at least 3 years of verifiable experience, Iron Workers with certification, for upcoming projects in 2019-2020. Must have a current 2019 Skills Bank Application with TERO and be signing



in at least once a week for the type of work you are seeking. Must list experience and previous job duties, if you have a valid driver's license and all jobs require drug testing prior to employment. Must have a working contact phone number listed. Training and Certification opportunities for Tribal Members who want to make a career in the construction field are available and are dedicated for personal growth in their chosen field. There will be opportunities for Certified Indian Businesses (CIB) who are approved by the Tribal Employment Rights Commission (TERC) for the Nez Perce Tribe and registered with the TERO office. Please contact the TERO office at (208) 843-7363 or stop by the TERO office for more information. **Positions are open until filled.**

- **Lapwai School District is recruiting for the following: Academic Advisor-Grades 6-12 (Grant Funded), and a Certified Substitutes.** Application can be found on our website www.lapwai.org, or contact Connie Desjarlais at the District Office: (208) 843-2622 at extension 201. **Positions are open until filled.**
- **Nightforce Optics is recruiting for: CNC Machinist (2nd Shift), Optical Engineer, Computer/Electrical Engineer, Facilities Maintenance Technician, and Production Laborers.** For more information and how to apply go to <http://nightforceoptics.applicantpro.com/jobs/>. **Open until filled.**
- **Columbia River Inter-Tribal Fish Commission (CRITFC) is recruiting for: Lamprey Biologist, Senior Maintenance Worker, HR Assistant, Victim Assistance Advocate/Coordinator, Genomics Researcher, Genetics Laboratory Technician, Fishery Technician III, Lamprey Collection Technician (3 positions), Fish Technician II, and a Fisheries Geneticist.** For more information and how to apply go to www.critfc.org. **Closing dates vary with positions and locations.**
- **Lewis State College (LCSC)/Workforce Training is recruiting for: Paramedic Program Director (P/T).** The program director must be responsible for all aspects of the program, including, but not limited to; the administration, organization, and supervision of the educational program; the continuous quality review and improvement of the educational program; long range planning and ongoing development of the program; the effectiveness of the program, including instruction and faculty, with systems in place to demonstrate the effectiveness of the program; cooperative involvement with the medical director. Estimated start date is June 1, 2019. For more information and how to apply go to <http://www.lcsc.edu/workforce-training/were-hiring/paramedic-program/>. **Open until filled.**
- **Northwest Portland Area Indian Health Board (NPIHB) is recruiting for: Delta Dental Medicaid Tribal Liaison.** The Delta Dental Medicaid Tribal Liaison will work in a consultant capacity in partnership with Washington's Tribal/Urban Indian Communities and Dental Programs, Native-led organizations, Washington's Health Care Authority (HCA) and other partners and stakeholders to design and implement the Delta Dental Medicaid plan to ensure it meets the needs of Native people and Tribal/Urban Indian Health Programs. The Delta Dental Medicaid Team is a partnership between Delta Dental of Washington, Delta Dental of California/Dentegra, and Arcora Foundation. The Tribal Liaison will be embedded in Arcora Foundation's team and will work closely with Delta Dental of




Washington's and Delta Dental of California's teams. For more information and how to apply contact Sarah Borgida at (206) 528-2331 or email: sborgida@arcorafoundation.org. **Open until filled.**

- **Northwest Indian College (NWIC) is recruiting for the following: Enrollment Services Specialist, Faculty P/T (Tulalip), Early Learning Center Lead Teacher F/T, Early Learning Center O/C Substitute, and a Math Instructor P/T.** For more information and how to apply go to www.nwic.edu/jobs. **Closing dates vary with positions and locations.**
- **Pacific Cabinets, Inc. (PCI) is now hiring for a variety of production positions (On-going recruitment).** We seek bright, energetic and meticulous individuals for our manufacturing production team. If you enjoy working in a team environment and would like to develop your talent and skills in a fast paced company; this position is for you! Starting wage DOE with opportunities for overtime. Medical, Dental and 401 (k) investment plan is available for our full-time employees. Pacific Cabinets, Inc. is looking for a long term commitment from you. Please email your resume to: Linda Nida lnida@pacificcabinets.com or hand deliver to 2010 Front Street, Ferdinand, ID. Phone number: (208) 962-5546.
- **Alternative Nursing Services looking for C.N.A.'s, Attendant Caregivers in all areas (On-going recruitment).** Culdesac, Lapwai, Lewiston, Kamiah, Orofino and Clarkston. Alternative Nursing Services is located at 1029 Main Street, Lewiston, ID 83501. For more information and how to apply contact Michelle or Kellie at (208)746-3050.
- **Couple of great website's to look for employment in your area (On-going).** Idaho Department of Labor: <https://labor.idaho.gov/dnn/JobSeekers.aspx>, and indeed.com at www.indeed.com.

**Extended: REQUEST FOR PROPOSALS
BACKGROUND CHECK SERVICES**

The Nez Perce Tribe is requesting proposals for an independent contractor to provide professional background check services for the Nez Perce Tribal government, Nez Perce Tribal Enterprises, and Nimiipuu Health. The criteria for consideration consists of a demonstrated understanding of applicable laws and regulations governing back-ground checks for employment in positions having contact with children, elderly, venerable adults, and persons in fiduciary or key management positions. The proposal should demonstrate experience in conducting national criminal and financial record checks, evaluating qualifications or suitability, for insurability under the Crime and Fraud Protection Insurance Policy. The proposal should demonstrate experience in determining employee suitability, in consideration of factors such as, stability, trustworthiness, past performance, criminal record, consistent with federal requirements of funding agencies and in accordance with criteria equivalent to the U.S. Office of Personnel Management as used by the Bureau of Indian Affairs. The proposal should demonstrate understanding of analysis and ranking of derogatory issues, determination of control date, and recency, in evaluating employment eligibility of applicants. The proposal must include qualifications, and experience of the person, or firm submitting the RFP, and three professional references. The Nez Perce Tribe reserves the right to reject any and all proposals without cause. **Please send completed proposal to: Roberta Bisbee, Human**



Resources Manager; P.O. Box 365; LAPWAI, ID 83540. For more information please contact Roberta Bisbee at 208/621-3827 or email at robertab@nezperce.org. **Open until filled.**


Council for Tribal Employment Rights (CTER) is accepting 2019 ITCHE SHIKAAKE scholarship application. The 2019 ITCHE SHIKAAKE Scholarship is a one-time award of \$2,000.00, and will be awarded at the Annual National TERO Convention at Coeur d'Alene Casino Resort Hotel, 37914 S Nukwalqw St, Worley, ID 83876. Criteria for applying is **1.** Must be enrolled in a Federally Recognized Tribe, and/or a member of a Tribe or entity that operates a TERO Program. A copy of Tribal Enrollment Card and a copy of Tribal Membership number must be attached with the application. **2.** Must have a letter of acceptance from the university, college, junior college, technical, vocational school you will attend; must be currently enrolled and/or accepted at time of this application. **3.** Must be currently enrolled in school and have a three (3.0) grade point average (GPA). Applicant may be a High School graduate in the Spring Semester of 2019. **4.** A current official school transcript must be submitted with this application. **5.** Must attach three (3) letters of references with this application. **6.** A one-page narrative of applicants educational and career goals must be submitted with this application. **Applications must be postmarked & submitted by July 1, 2019** to Council for Tribal Employment Rights, c/o APT Bookkeeping, P.O. Box 1629, Veradal, WA 99037. Fax: (509) 931-6100; email: cterape@gmail.com. For more information please visit their website at www.councilfortribalemploymentrights.org/. Once you go to website go to events 2019 CTER National TERO Conference at the Coeur D' Alene Casino Resort Hotel.

SUMMER STUDENT INTERNSHIPS

Check back regularly for up to date information...

Nez Perce Tribe/Avista Summer Student Internships (2): HR-19-124 Enrolled Nez Perce Tribal Members, 18 years and over, enrolled full-time at an accredited college, university or vocational school who have maintained a 2.5 cumulative GPA are eligible to apply. Location will depend on if the placement is with the Tribe or Avista and the related worksite associated with the position. Avista job opportunities may be in Spokane, WA. A complete application packet includes: 1) A Nez Perce Tribal Employment Application; 2) A cover letter explaining how this internship is relevant to your educational goals; 3) Preferences regarding the job location; 4) Resume; 5) Two letters of reference; and 6) An unofficial cumulative transcript. A valid driver's license with the ability to be insured under the Tribe's policy is preferred. Pre-employment drug testing required. **Application deadline: 4:00 p.m. on May 10, 2019.**


Executive Director Summer Student Internship: HR-19-125 Enrolled Nez Perce Tribal Members, 18 years and over, enrolled full-time at an accredited college, university or vocational school who have maintained a 2.5 cumulative GPA and graduating high school seniors who have been accepted into a college program and have maintained a 2.5 cumulative GPA are



eligible to apply with preference given to those who have already completed at least one year of post-secondary education. A complete application packet includes: 1) A Nez Perce Tribal Employment Application; 2) A cover letter explaining how this internship is relevant to your educational goals; 3) Preferences regarding the job location; 4) Resume; 5) Two letters of reference; and 6) An unofficial cumulative transcript (high school seniors must also include a copy of their college acceptance letter). A valid driver's license with the ability to be insured under the Tribe's policy is preferred. Pre-employment drug testing required. **Application deadline: 4:00 p.m. on May 10, 2019.**

The Nez Perce Tribe Department of Fisheries Resources Management Production Division is recruiting for: **AIDE II - COLLEGE INTERN(S) HR-19-126** The student Intern will be placed in one of the seven (7) fisheries divisions. Job duties will involve rearing fish indoors and outdoors in inclement weather. Duty stations could be Dworshak or Kooskia National Fish Hatchery, Nez Perce Tribal Hatchery or numerous satellite facilities. Responsibilities includes handling broodstock and production of many different species as needed. Incumbent is required to learn and practice standard fish culture methods and terminology, using tools and equipment for all phases of salmonid fish culture under the general supervision of the assigned Project Leader and Technical staff. Requirements: Nez Perce Tribal member, high school diploma/GED or one (1) year of experience as a fisheries intern with a minimum age of 18 years. Must be an enrolled college student in good academic standing. Or a high school student with one (1) year of fisheries intern experience. Student must maintain a minimum overall GPA of 2.0. A complete application packet includes: Cover letter explaining how this internship is relevant to education goals, Nez Perce Tribe application, and two (2) letters of references. Student must submit a complete cumulative transcripts (grades). 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 motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years). **This position closes on 4/19/19. (Grade 7)**

The Nez Perce Tribe Department of Natural Resources/Cultural Resource Program Division is recruiting for: **AIDE I - INTERN(S) HR-19-127** Experience in cultural resources is not required. The Cultural Resource Program (CRP) Intern shall be under the direct supervision of the CRP Director, and will work with a number of CRP staff both in the office and out in the field. The intern will be provided with technical information and training pertinent to the CRP activities and fields of study which include; cultural resource management and preservation, archaeology, ethnography, Nez Perce language, and Nez Perce history and culture. The physical requirements range from light to medium work, including lifting up to 25 lbs., hiking over rough and uneven terrain, digging and screening sediment, and exposure to inclement weather. The work schedule is part-time, Monday through Friday for a minimum of twenty (20) hours a week starting at 8 am. and ending at 4:30 pm. During this time, interns will do a combination of professional development activities including; job shadowing CRP staff, conducting archival research, and working with Nez Perce language revitalization. Some interns may have the opportunity to take extended trips with BLM or USFS staff. Requirements: Nez Perce Tribal preference will apply, with a minimum age of fourteen (14) years and older, this includes incoming high school students grades 9th-12, and recent graduates of high school, who are not



currently enrolled in college. Student must maintain a minimum overall GPA of 2.0. A complete application packet include: Cover letter explaining how this internship is relevant to education goals, Nez Perce Tribe application, and two (2) letters of references. Student must submit complete cumulative transcripts (grades). The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. **This position closes on May 10, 2019. (Grade 5)**

The Nez Perce Tribe Department of Natural Resources/Cultural Resource Program Division is recruiting for: **AIDE II - COLLEGE INTERN(S) HR-19-128** Experience in cultural resources is not required. The Cultural Resource Program (CRP) Intern shall be under the direct supervision of the CRP Director, and will work with a number of CRP staff both in the office and out in the field. The intern will be provided with technical information and training pertinent to the CRP activities and fields of study which include; cultural resource management and preservation, archaeology, ethnography, Nez Perce language, and Nez Perce history and culture. The physical requirements range from light to medium work, including lifting up to 25 lbs., hiking over rough and uneven terrain, digging holes and screening sediment, and exposure to inclement weather. The work schedule is part-time, Monday through Friday starting at 8:30 am. and ending at 4:30 pm. During this time interns will do a combination of professional development activities including; job shadowing CRP staff, conducting archaeological and ethnographic fieldwork, participating in interviews with Tribal elders, conducting archival research, and working with Nez Perce language revitalization. Some interns may have the opportunity to take extended trips with BLM or USFS staff. Requirements: Nez Perce Tribal preference will apply, high school diploma/GED, minimum age of 18 years. Must be an enrolled college student in good academic standing. Student must maintain a minimum overall GPA of 2.0. A complete application packet includes: Cover letter explaining how this internship is relevant to education goals, Nez Perce Tribe application, and two (2) letters of references. Student must submit complete cumulative transcripts (grades). 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 motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **This position closes on May 10, 2019. (Grade 7)**

Complete applications may be mailed or faxed to: Human Resources Office, Nez Perce Tribe, P.O. Box 365, Lapwai, ID 83540, Phone: (208) 843-7332, Fax: (208) 843-7414.