

~MAY 6, 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.

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,




BUS/VAN DRIVER HR-18-104 (KAMIAH) (CONTINUED)

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



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

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 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



COOK HR-19-133 (LAPWAI) (CONTINUED)

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 Department of Fisheries Resources Management is recruiting for: **GRANDE RONDE SUPPLEMENTATION & WALLOWA LAKE EVALUATIONS PROJECT LEADER V HR-19-129** full-time position located in Joseph, Oregon. Direct and conduct Lostine River supplementation evaluation studies, Northeast Oregon Hatchery Monitoring and Evaluation projects, the Tribes Climate Change Task Force, Radio telemetry monitoring of adult passage-flow relationships in the Wallowa-Lostine, Adult steel-head escapement monitoring in the Lostine River, and conduct fall bull trout spawning ground surveys in select streams. Includes preparing and submitting study proposals, annual statement of works, budgeting, data analysis, annual report writing, project implementation and oversight. Must possess strong interpersonal and written communication skills. Must possess demonstrated analytical and writing skills, and an ability to cooperate and work with others. Requires Bachelor's degree in relate field (Master's preferred). Related field and/or course work requirements defined in job expectations. Requires five (5) years professional experience (three (3) years with a Master's degree), two (2) years of supervisory experience, knowledge and experience with experimental study design, statistics, fish or wildlife population dynamics and modeling or habitat restoration is required. 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 current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **These position closes 5/20/19.** (Grade 22)

Extended: The Nez Perce Tribe Department of Information Systems is recruiting for: **COMPUTER TECHNICIAN I HR-19-130** full-time regular. Provide technical support for computer, networking and telecommunication applications. Responsible for assisting with the maintenance and operations of computer/telecommunication networks. Works within a general outline of work to be performed, developing work methods and sequences under general supervision. Repairs computer equipment and peripherals; performs preventive maintenance on telecommunications equipment; Gathers and compiles information to be used by others; Completes routine clerical or administrative tasks such as data entry and word processing. Requires Associate's degree, vocational technical degree, or specialized training equivalent to satisfactory completion of two (2) years of college education with emphasis in Computers or a closely related field. Requires one (1) year experience. Class description available at the NPT Human Resources Department. The Nez Perce Tribe is a drug free work environment, pre-employment drug testing required. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **The position is open until filled.** (Grade 12)

The Nez Perce Tribe Law & Justice Department is recruiting for: **DEPUTY PROSECUTOR HR-19-135** full-time regular. To uphold the Nez Perce Tribe's Constitution, Tribal Code and the sovereignty of the Nez Perce Tribe. The position will assist the Prosecutor to prevent and reduce criminal activity and victimization on the Nez Perce Reservation through vigorous and effective investigation and prosecution of crimes, combined with effective victim services and appropriate offender programs and sanctions.



DEPUTY PROSECUTOR HR-19-135 (CONTINUED)

Will represent the Tribe in Criminal Juvenile, Healing to Wellness and Minor In Need of Care cases before Tribal Court, and perform other duties as assigned. Responsible for handling of cases as assigned by the Prosecutor. Review police reports, makes charging decisions, and handles criminal cases from charging through final disposition, under the direction of the Prosecutor. Also prepares reports, legal memoranda, correspondence, and other documents. Works closely with the Tribal Police Department, Conservation Enforcement, Social Services Department, Probation Program and other Tribal and community service agencies, providing vigorous and effective prosecution of crimes and civil offenses within tribal jurisdiction. Requires a Bachelor's degree, prefer a Juris Doctor, or expectation of receiving a Juris Doctor within six (6) months from date of hire, from an accredited law school. Prefer (2) years of successful work experience as a criminal defense attorney or prosecutor, in a Tribal Court system. Knowledge of and sensitivity to Tribal culture, customs and traditions of the Nez Perce Tribe preferred. Must have a positive work history. Requires licensure in good standing with any state bar, or a current limited license to practice law in the State of Idaho with expectation of being licensed within one year. Must pass criminal background check with no criminal convictions. 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 motor vehicle report from the state(s) where you have been licensed to drive within the last three (3) years. **This position closes 5/20/19.** (Grade 20)

The Nez Perce Tribe Social Services - 'ÚUYIT KIMTI (New Beginnings) is recruiting for: **TWO (2) ADVOCATE OF SAFETY & WELLNESS HR-19-136** full-time regular. To provide direct services, advocacy, and support for American Indian Victims of Crime on the Nez Perce Reservation. This position is under the direct supervision of the 'Úuyit Kímti Director and will collaborate with providers as listed on the Wellness Model and Services Instrument supporting Victim Center, culturally responsive and trauma informed care for victims of crime. Areas of crime that this project and class will serve include: homicide, family violence, gang violence, youth violence, human trafficking, sexual assault, domestic violence, battery and assault, identity theft, hate crimes, and drug endangered children, children witnessing domestic violence in their home. Requires Associates degree or two (2) years of college completed in related field of criminal justice, social services, social work or three (3) years of work related experience in prosecution/victim advocacy in domestic violence cases and/or tribal prosecutor's office experience substitutes for one (1) year of college. Requires two (2) years successful work experience in Social Work, Law enforcement, a 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 within thirty (30) 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 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 5/20/19.** (Grade 13)




Open to ALL qualified applicants: (General Public)

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COOK HR-19-133 (LAPWAI) (CONTINUED)

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)

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COMPUTER TECHNICIAN I HR-19-130 (CONTINUED)

Requires a valid driver's license with the ability to be insured under the Tribe's policy. Must provide current Motor Vehicle Report (MVR) and any MVR from other states where you have been licensed to drive in the last three (3) years. **The position is open until filled.** (Grade 12)

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TWO (2) ADVOCATE OF SAFETY & WELLNESS HR-19-136 (CONTINUED)

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 within thirty (30) 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 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 5/20/19. (Grade 13)**

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!!

- **ResCare is having a Hiring Event: We are now hiring, join our team of compassionate caregivers.** Our Hiring Event is scheduled on May 7th, 2019 from 10:00 am. to 1 pm., at the Lewiston Department of Labor, 1158 Idaho Street, Lewiston, ID. 83501. Bring your resume to our employment Hiring Event. On the spot applications and interviews scheduled.
- **Department of Energy/Bonneville Power Administration is recruiting for: Fish & Wildlife Administrator (2 vacancies).** Full-time positions with a duty station of Portland, Oregon. Serve as a Fish and Wildlife Administrator and as a project manager for implementation of fish and wildlife protection, mitigation and enhancement measures at sub-basin and provincial geographic levels covered under the Fish and Wildlife Program adopted by the Council and the Proposed Action of the FCRPS Biological Opinion, and may include but is not limited to habitat, hatchery and harvest related measures. Delegated authority by a contracting officer (CO), monitors performance and compliance with the contract to ensure that BPA receives goods or services that conform to the technical requirements as set forth in the contract. For more information and how to apply go to www.usajobs.com, Announcement # DOE-BPA-19-13185-DE-A2. **Closing date 5/10/19.**
- **Idaho Dept. of Labor is hosting a Hiring Event for: Idaho Department of Correctional Officers.** Looking for a career with great benefits? **Go to the Hiring Event on May 20, 2019; 8:00 am. to 2:00 pm.; 1158 Idaho Street, Lewiston, ID 83501.** New rate of pay is \$16.50/hr.; Minimum age to apply; 18 years of age; No experience is necessary; All training is provided and paid for. You can also apply on line at www.governmentjobs.com/careers/idaho. Start your Corrections Career today.

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- **Confederated Tribes of the Umatilla Indian Reservation (CTUIR) is recruiting for: Hydrologist.** The Hydrologist analyzes, synthesizes, interprets, and represents hydrologic data - instream flows primarily and groundwater secondarily - to support anadromous and resident fish populations in tributaries of the Columbia River as part of the Columbia Basin Water Transactions Program (CBWTP). This position will be responsible for assisting the Water Resources, First Foods Policy, and Fisheries programs in developing and implementing projects that restore instream flows, flow regimes, and water quality as described in CTUIR's Umatilla River Vision (2011) and as part of the CBWTP. This position will provide the technical support, data collection, and analysis necessary to quantify instream flows and verify compliance with instream water rights within CTUIR's aboriginal area. This position will conduct and assist in various aspects of instream flow restoration projects, including: conducting hydrologic studies and analyses (which may include various flow regimes and physical processes, geomorphology, the riparian corridor and the floodplain), water quantity/quality and surface water/groundwater interaction, aquifer recharge, water-use efficiency assessments, and field surveys; assisting in project development and implementation; the completion of environmental compliance requirements; monitoring, evaluation, and reporting; and coordination with multiple state, federal, and private stakeholders. For more information and how to apply go to www.ctuir.org. **Open until filled. With review of complete applications packets May 22, 2019 and May 29, 2019.**
 - **Tax Analyst, Financial System Product Owner, Identity & Access Administrator, and a Customer Project Coordinator, GFRP.** 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.**
 - **NPTHA (Nez Perce Tribal Housing Authority) is recruiting for: Maintenance / Construction Manager.** Responsible for effective management of maintenance program, home repair projects and special projects, including residential inspections. Requires high school diploma or GED, trade school certification, 5 years' experience in all phases of residential construction, 3 years supervising & managing projects, possess valid driver's license and be insurable. Excellent writing, mathematical and organizational skills. Indian Preference will apply/excellent benefits. Submit NPTHA employment application to: Nez Perce Tribal Housing Authority, P.O. Box 188, Lapwai, ID 83540. More information and job description: (208) 843-2229. **Open until filled with weekly application reviews beginning 04/25/2019.**
 - **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: High School English Teacher, High School Math Teacher, Elementary Teacher and Certified Substitute Teachers.** Applications can be found on our website www.lapwai.org, or contact Connie Desjarlais at the District Office: (208) 843-2622 at ext. 201. **Positions are open until filled.**
- **Nightforce Optics is recruiting for: Computer/Electrical Engineer, and an Optical Engineer.** 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: Library Technician, Accounting Technician/Staff Accountant (2 positions), Information Technology (IT) Specialist, Senior Maintenance Worker, and a Genetics Laboratory Technician.** For more information and how to apply go to www.critfc.org. **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 background 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.

National Institute of Justice (NIJ) American Indian and Alaska Native Students Travel Scholarship Program: Is reaching out to you to make you aware of the American Indian and Alaska Native (AI/AN) Student Travel Scholarship Program, which is sponsored by the National Institute of Justice (NIJ; www.nij.gov). This competitive program supports up to fifteen (15) AI/AN students attending a criminal justice-related conference to explore the role of science in solving complex problems to increase public safety. Attendance at these conferences allows students to explore the ways their interest in science applies to crime and justice, and to meet researchers and practitioners currently engaged in similar work. In addition, students will learn about innovative, evidence-based, and technological solutions to justice issues. Throughout this conference experience, scholarship recipients will have the opportunity to interact with and learn more about the work of the NIJ, and its scientists, researchers, and practitioners from the field of criminal justice, and begin to build a professional network in the criminal justice community. NIJ will cover all costs for travel, lodging, meals, conference registration, and miscellaneous expenses for scholarship winners. **The deadline for students to submit applications is Friday, May 17, 2019.** More detailed information about this opportunity, including how to apply, is found on the NIJ website website


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.**

Extended: 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 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 5/10/19.** (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.