

JOB ANNOUNCEMENT

POSITION: Tribal Game Warden

SALARY: \$20.93 hr., (Grade 18, Step 01)

SUPERVISOR: Fish & Game Director

DEPARTMENT: Fish & Game

DIVISION: Tribal Projects & Natural Resources Administration

CLASSIFICATION: NON-EXEMPT

OPENS: September 5, 2025

CLOSES: Open Until Filled

SPECIFICATIONS: All applications must be fully completed. Any incomplete, undated or unsigned applications will not be processed (Do not refer to the resume in lieu of making required comments on the application) **Please attach all required documentation as specified in the Job Announcement. Failure to attach required documents will disqualify you from consideration for this position.** Employment Applications are available at the Human Resource Department. Any questions regarding this position is to be directed to the Human Resource Department at the above listed telephone number.

Preference for filling vacancies will be given to qualified Indian Applicants in accordance with the Indian Preference Act (Title 25 U.S. Code, Section 472 and 473). However, the Shoshone-Paiute Tribes is an equal opportunity employer and all qualified applicants will be considered in accordance with the provisions of Section 703 (I) of the Title VII of the Civil Rights Act of 1964, as amended.

The Shoshone-Paiute Tribes application form for employment must be received by the Human Resources Office by 5:00 PM of the closing date of this job announcement.

In accordance with Shoshone-Paiute Tribes' Resolution No. 00-SPR-31, all new employees are required to pass a pre-employment drug/alcohol test.

THE SHOSHONE-PAIUTE TRIBES RESERVES THE RIGHT TO CONDUCT BACKGROUND CHECKS ON ALL NEW EMPLOYEES. In accordance with Shoshone-Paiute Tribes' Resolution No. 95-SPR-

SPECIAL CONSIDERATIONS:

This position is subject to suspicionless (random) drug testing and a background check as a condition of employment. This individual operates Tribal vehicles and equipment on a regular basis. This person comes into close contact with children and seniors in the course of delivering service to the community. This individual works in hazardous environments (machinery, electricity, chemicals).

POSITION STATEMENT:

The Tribal Game Warden is responsible for enforcing the Shoshone-Paiute Tribes Hunting & Fishing Ordinance within the boundaries of the Duck Valley Indian Reservation.

DUTIES:

1. Patrols the Shoshone Paiute Tribes Treaty Rights areas located both on the Duck Valley Indian reservation. Cites fish and game violators. Patrols by vehicle, bot, snowmobile, horseback, motorcycle, UTV, or on foot. Maintains contact with Fish & Game headquarters while on duty patrolling.
2. Enforces Tribal Hunting and Fishing ordinance, Law and Order Code, Livestock Ordinance and other applicable Ordinances and Laws.
3. Maintain a high degree of personal ethical standards and law-abiding conduct in accordance with the Code of Conduct, on and off duty.
4. Reports to duty in a professional manner by maintaining work punctuality and attendance, including mandatory training/meeting sessions.
5. Maintains a positive and productive working relationship with co-workers, all job contacts, general public, governmental and public agencies, private organizations.
6. Investigates incidents involving fish and game violations, issue citations, warnings or confiscates fishing and hunting permits or equipment used in violations. Checks hunting/fishing permits, game tags, and tribal identification cards.
7. Will collect trash and clean camping areas of trash and debris to insure the beauty and environmental protection of the resource area.
8. Will assist in processing violators through the court system.
9. Will work weekends, evenings, and holidays on a regular basis (not the standard 8:00 AM to 5:00 PM Monday-Friday work schedule).

10. Must be able to work with minimum amount of supervision and enjoy assisting the public while performing job duties.
11. Posts and maintains signs within the reservation boundaries to inform the public of various restrictions and regulations.
12. Will seize and tag equipment or contraband used by Fish and Game violators and arrange for proper storage until violation is processed through the judicial system and final disposition orders are issued.
13. Performs Search and Rescue Operations for missing and/or lost hunters and fisherman. Assists various enforcement agencies in emergency or back up call situations.
14. Assists in fish and wildlife conservation management. Takes creel census and collects data on fish and game wildlife.
15. Assists motorists or various individuals out in the field when assistance is needed.
16. Informs tribal members of any changes of present Fish and Game Laws. Uses sound judgement and discretion during emergencies and in the performance of basic job functions.
17. Will perform other duties as assigned by Supervisor.

SPECIAL CONDITIONS OF EMPLOYMENT:

As a condition of continued employment officers are required to maintain special employment standards for law enforcement including but not limited to:

- Maintain physical and mental fitness in accordance with Law Enforcement department standards.
- Successful completion and scoring of authorized firearms within 1-year of hire.
- Successful attendance and completion of required BIA training programs within 1-year of hire.
- Financial assistance to attend required police training programs the incumbent agrees to a contractual agreement to remain employed with the Shoshone Paiute Tribes for two (2) years starting upon the date completing probation. The incumbent who, after hire, voluntarily departs from employment prior to meeting the contractual agreement will be required to reimburse the department for expenses.

Performance Standard shall include but not be limited to:

1. Ability of dependable attendance and reliability
2. Efficient use of public relation skills to provide quality public service
3. Ability to work independently with little supervision
4. Demonstrate knowledge of practices and procedures utilized in working environment
5. Duties and responsibilities will include other activities and areas as needed to carry out position functions.
6. Permanent status is contingent upon completion of a police academy. As a condition of
 - a. continued employment the incumbent must successfully pass examinations including but not limited to physical and firearms testing.

KNOWLEDGE, ABILITIES, AND SKILLS:

- Ability to maintain dependable attendance and reliability
- Efficient use of public skills to provide quality customer service
- Ability to provide quality and efficient services
- Ability to establish and maintain effective working relationship with staff Ability to work independently with little supervision
- Demonstrated knowledge, skills and abilities necessary to work effectively in an office setting environment.
- Duties and responsibilities will include other activities and areas as needed to carry out position functions.

QUALIFICATIONS:

1. Must provide a copy of high school diploma or G.E.D. equivalency.
2. Must possess or be able to possess a valid Driver's license and be insurable through the tribe's insurance carrier throughout employment.
3. Must be twenty-one years of age.
4. Must have had no felony convictions, or misdemeanors under investigation, indictment or on trial for any criminal offense, or convicted of a crime involving drugs, domestic violence, child abuse or firearm violations within the last seven (7) years and must be able to pass a criminal background check to demonstrate applicant's eligibility and suitability in compliance with Tribal, state and federal laws.
5. To qualify as a Certified Officer applicant must have one (1) year prior experience with basic police training from the Federal Law Enforcement Training Center (FLETC), and past employment must demonstrate a good employment record. Non-Certified would be for an entry-level hire which does not have a basic law enforcement academy and

needs to be sent to FLETC (Federal Law Enforcement Training Center) for the Basic Police Academy or LMTP.

6. A training agreement will be signed for applicants to agree to maintain employment for 2 years after completing Basic Police Training at FLETC.
7. Must qualify with a service handgun under the training and supervision of a firearms instructor.
8. Must be able to demonstrate and pass minimum requirements for Physical Efficiency Battery test. Must pass an annual physical fitness and agility test.
9. Must pass a medical, psychological and drug exam.
10. Must pass written exams demonstrating ability of writing skills; interpret laws, regulations, and policies.
11. Must demonstrate knowledge of reservation and off reservation treaty hunting and fishing areas or the ability to learn area within a short period of time.
12. Must demonstrate the ability to communicate clearly, verbally and in writing.
13. Applicants with knowledge of the Privacy and Freedom of information Act and other laws applicable to the position are preferred.
14. Qualified Shoshone-Paiute Tribal Member/Indian and Veterans Preference will apply in compliance with the Shoshone-Paiute Tribes Personnel Policies and Procedures.
15. Pre-employment reference and background check will apply