

# Celebration joins dancers, drummers, spectators....

Competitors display their skills to full house at annual powwow



Charlotte Herkshan and her grandchild apparently enjoyed the powwow activities.



The Isabelle Keo Memorial called for the display of antique dresses. Most dresses had been handed down four or five generations.



Chrystel Scott, left, was named Lincoln's Sweetheart. Bernadette Smith was named runner-up.



Nathan "B-Ball" Jim, emcee of the celebration, video taped activities throughout the powwow.

## Seven positions in upper management currently advertised

The following positions are currently being advertised. Please send a copy of your resume' to Benson Heath and indicate which of the positions you are interested in applying for.

**Job title: General Manager—Human Services**

**Job purpose scope:** Develop, implement and manage services that enhance the health, self-esteem and self-sufficiency of members of the Confederated Tribes. Direct and manage health services, community education, child development, employment and cultural education program.

**Education and Experience requirements:** Masters degree preferred in health, counseling, social services or education. Bachelors degree plus 10 successful years' experience in general management field.

**Job Title: General Manager—Public Utilities**

**Job Purpose Scope:** Plan, organize and manage all aspects of devel-

opment and maintenance of tribal facilities, grounds, roads, water and sewage systems, sanitary sites and waste disposal facilities. Manages the maintenance, water, engineering, housing, roads and fire and safety programs of the Confederated Tribes.

**Education and Experience Requirements:** Journeyman certification in building construction, trades, HVAC or related field; OR 10 years successful experience in this area with eight years in a supervisory level.

**Job Title: General Manager—Natural Resources**

**Job Purpose Scope:** Manage, conserve, protect and use the Tribes' natural resources wisely, including water, range, fish and wildlife. Ensure that tribal decision-makers have the information necessary to make informed decisions about the costs, benefits and impacts of alternative uses of the forest, land, water, fish and wildlife resources of

the Confederated Tribes. Serve as liaison on natural resources to tribal committees and organizations and state and federal agencies.

**Education and Experience Requirements:** Bachelors Degree in one of the following: fish and wildlife, forestry or agriculture, OR Associate of Arts Degree and 12 years successful experience in water, range, agriculture, forestry, fish and wildlife with six years in supervisory level.

**Job Title: General Manager—Business and Economic Development**

**Job Purpose Scope:** Effective operation of tribal enterprises (defined as meeting financial, employment, customer satisfaction and market objectives). Attract business and industry to the reservation. Responsible for managing the small tribal businesses, for providing assistance to existing and prospective private businesses and for assisting major tribal enterprises in marketing, expansion and spin-off enterprises. **Education and Experience Requirements:** Bachelors degree in business administration with five years successful experience in general management including supervision. Successful knowledge and experience in economic development.

**Job Title: General Manager—Law Enforcement**

**Job Purpose Scope:** This position is accountable for planning and organizing the activities of the police department and its divisions; providing quality law enforcement services to the community; selecting, training and retaining qualified personnel and communicating with other agencies and the public. **Education and Experience Requirements:** Associate of Arts Degree in Police Administration with 10 years experience in managing a law enforcement agency. **Salary Range:** \$39,346 to \$51,543 per year

All general manager position will report directly to the Chief Executive Officer. Salary range for all general manager positions is from \$45,147 to \$59,274, unless otherwise noted.

All positions shall be fully responsible and accountable for operating results, performance of all subordinate employees, all reporting requirements, preparation of operating plans and budgets and execution of inter-governmental agreements. The position will also be the primary contact and problem-solver for customer concerns, issues and problems.

**Job Title: Director of Governmental Affairs and Planning**

**Reports to:** Chief Executive Officer  
**Job Purpose Scope:** Provide the

CEO, Tribal Council and General Managers the information, processes and tools they need to establish goals and strategies for the Confederated Tribes and its organizations.

Assist the CEO and Tribal Council in analyzing and developing legislative, governmental and political alternatives and strategies.

**Education and Experience Requirements:** College degree preferably in business or public administration and five years of related tribal government experience at a senior management level.

**Salary Range:** \$34,213 to \$44,820 per year.

**Job Title: Director of Human Resources**

**Reports to:** Chief Executive officer

**Job Purpose Scope:** Assist the CEO and general managers in establishing and maintaining effective personnel practices, including leadership and management development, within all organizations of the Confederated Tribes.

Provides the general manager the support and resources they need to carry out their responsibilities for hiring, training, evaluating, compensating and supervising employees within their divisions.

**Education and Experience Requirements:** College degree and five years of related experience. Operating manager experience preferred. **Salary Range:** \$34,213 to \$44,820 per year.

Tribal members will be given preference in all positions.

## Spilyay Tymoo

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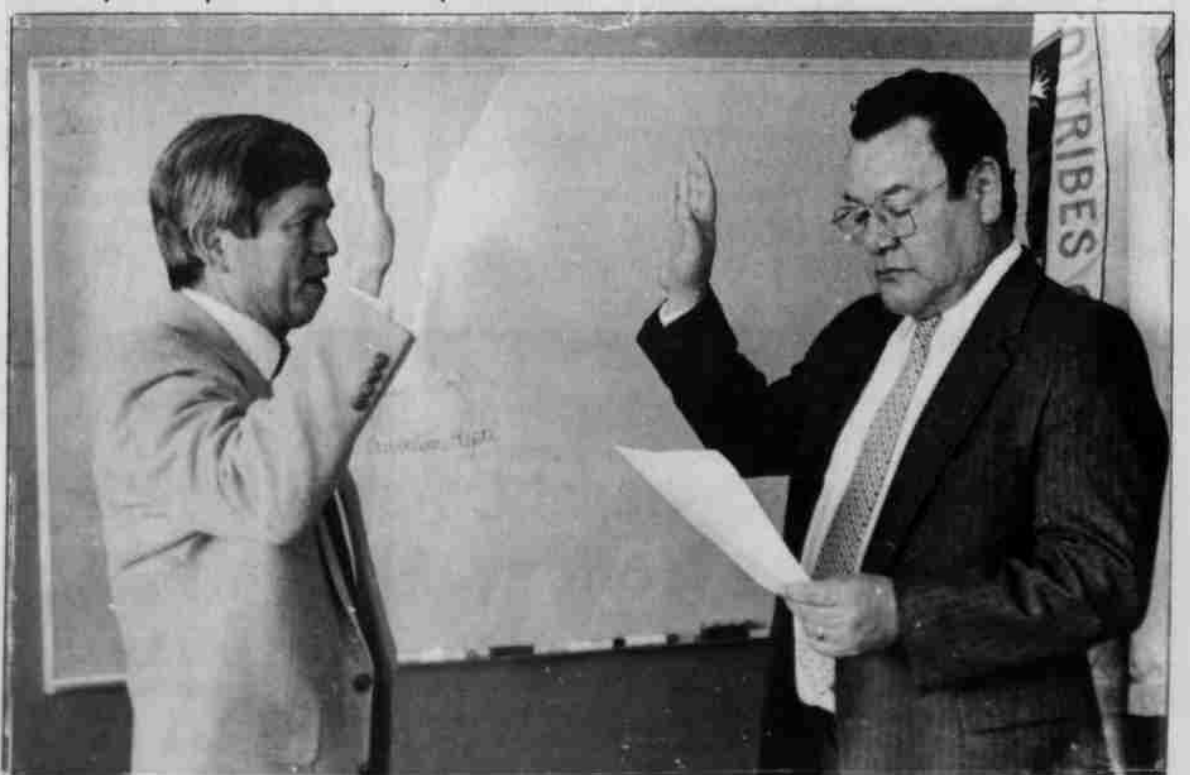
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Ken Smith, left, was sworn in as tribal Secretary/Treasurer by BIA Superintendent Bernard Topash Thursday, February 16.