

Management trainee recruitment program returning to Kah-Nee-Ta

By Duran Bobb
Spilyay Tymoo

The specialized program that gave Kah-Nee-Ta Resort General Manager Carlos Smith his chance at advancement will be returning to the resort this spring.

"When I was 20, this program gave me a start," Smith said. "I'm going to be running the program the same way. Because the resort is owned by tribal members, we'd like to provide the same opportunity that was given to me when I first started."

Five tribal members will be chosen in early February to participate in the Kah-Nee-Ta Tribal Member Management Trainee Recruitment Program.

"We're going to be looking at work ethics, mainly," Smith said.

"There will be no contracts. It's going to be an investment into a tribal member employee. That employee will be moved from department to department to find where their talents lie. They could be gifted in the hotel or front desk, maybe even as a golf pro. It will be basically where they're most passionate about working. These employees will become a serious asset to the resort and the reservation."

Employees will be cross-trained. "Doors will open for them. We'll sit down with them personally and map out a plan with them to discover where their skill set is. I will let the managers at Kah-Nee-Ta know that this project is a priority for me, that these will be specialized workers."

3 success stories

Carlos Smith, Scott Moses,

and Rusty Calica were three participants the last time the program was offered.

Carlos went on to manage major resorts in the Portland area. Scott Moses went on to become the Rooms Division Manager, then became the head of Housing, and was voted on to Tribal Council. Rusty Calica is now the Head of Purchasing at the new Indian Head Casino.

"I'm going to open the program within Human Resources," Smith said. "And from there, we'll see what the turnout is. I'd like to find tribal members who are go-getters, fired up about working in such a giant industry. For me, personally, I'd like to see more tribal member managers here at the resort."

Ideally, participants of the program should be at least 18 years of age and must meet minimum requirements. Candi-

dates should have a high school diploma and a valid driver's license. Participants should understand that they will be leading the teams and will be trained in all areas of the resort industry.

"They have to understand that this is a hospitality industry. This means working nights and weekends, coming in to work when someone doesn't show up, working holidays. It's a tough business and can really wear you out. But our people really do have perseverance and a good work ethic."

Those who are interested in applying for the program may leave their information with Human Resources at the resort.

Youth work planning session

There will be a Youth Brainstorming Session on Friday, Feb. 10 from 11 a.m.-1:30 p.m. in the Education Building Training Room (downstairs).

Light lunch provided. Come to provide input on

how we can make this summer the best work experience possible, they need your ideas.

For more information, please call Job Creation and Development at 541 553 3324.

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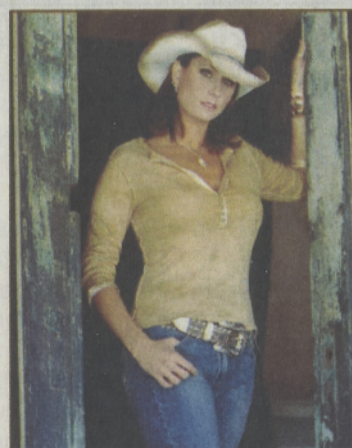
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