



TRIBAL PERSONNEL DEPARTMENT

JOB ANNOUNCEMENT

JOB TITLE: Natural Resources Summer Youth Workers (4)
SUPERVISOR: Youth Initiative Coordinator
LOCATION: Natural Resources Department
POST DATE: June 29, 2022
CLOSING DATE: Until Filled

General Description: The primary responsibility of these positions will be to conduct Natural Resource related activities on the Lac du Flambeau Indian Reservation under the direction of the Youth Initiative Coordinator and under the general direction of the Natural Resource Staff.

Qualifications: High School Juniors and Senior of the current school year. (2022-2023)

Salary: \$12.00 per hour

How to Apply: Submit your application for employment, and notarized release of information form by the deadline. Applications and detailed job descriptions can be located on our website www.ldftribe.com or are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department
P.O. Box 67
Lac du Flambeau, WI 54538
715-588-3303
Email: hr@ldftribe.com

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy.

**Lac du Flambeau Band of Lake Superior Chippewa Indians
Nonexempt Position Description**

A. TITLE OF POSITION: Natural Resource Summer Youth Worker

B. DEPARTMENT: Lac du Flambeau Tribal Natural Resource Department.

C. SUPERVISOR'S TITLE: Youth Initiative Coordinator

D. DESCRIPTION OF DUTIES: The primary responsibility of these positions will be to conduct Natural Resource related activities on the Lac du Flambeau Indian Reservation under the direction of the Youth Initiative Coordinator and the general direction of Lac du Flambeau staff. Duties may include but are not limited to the following:

1. Goal: Provide the student with experience in planning and participating in a Natural Resource Community Event.

- a) Objective: Students will assist in setting up and taking down the 2022 Lakesfest
- b) Objective: Students will participate in making a NR Display for the Lakesfest
- c) Objective: Students will assist in running Lakesfest activities such as raffles, canoe races, display booths and assist community members as needed.

2. Goal: Students will be exposed to raising walleye and muskellunge fingerlings.

- a) Objective: Students will assist Lac du Flambeau Natural Resource staff with fertilizing ponds for fish production.
- b) Objective: Students will assist in installing stop logs and screens for the harvest kettles.
- c) Objective: Student will assist in harvesting fish from ponds and stock the fish in area lakes.

2) Goal: Students will be responsible for cleaning shorelines on the Lac du Flambeau Chain of Lakes or other water bodies as assigned.

- a) Objective: Students will cruise the shoreline with boats, kayaks and canoes to collect trash, debris and etc.
- b) Objective: Students will separate recyclables and dispose of properly.

3) Goal: Students will monitor a wild rice bed on the reservation or off the reservation.

- a) Objective: Student will select a wild rice bed to monitor and develop a monitoring plan.
 - b) Objective: Based on the monitoring plan visit the site and record rice development by taking pictures and measurements
 - c) Objective: Discuss the cultural significance of wild rice with a Tribal Elder
- 4) **Goal: Students will assist in producing beetles for a biological control of purple loosestrife, if beetle stock is available.**
- a) Objective: Lac du Flambeau Natural Resource staff will provide the students with an overview of aquatic invasive species program
 - b) Objective: Students will assist in the production of beetles
 - c) Objective: Time permitting the students will distribute beetles to purple loosestrife infested areas
 - d) Objective: Take pictures for Power Point Presentation
- 5) **Goal: Students will build the Natural Resource 4th of July Float.**
- a) Objective: Design and construct the 4th of July Float by incorporating the parade theme with a natural resource theme
 - b) Objective: Participate in the parade
- 6) **Goal: Students will learn how to conduct a wolf howling survey.**
- a) Objective: Students will learn how to conduct a wolf howling survey by assisting Natural Resource staff.
 - b) Objective: Students will participate in 3-night time surveys as determined by the Wildlife Technician in 4 survey areas and record data collected.
- 7) **Goal: Students will learn how to conduct bat surveys.**
- c) Objective: Students will learn how to specifically pick out Northern long-eared bats that are endangered species by assisting Natural Resource staff.
- 8) **Goal: Students will participate in Great Lakes Restoration Projects and an Aquatic Plant Survey on reservation waters.**
- a) Objective: Students will learn how to identify terrestrial invasive/aquatic plant species, learn how to collect data and conduct a scientific survey.
 - b) Objective: Students will assist in conducting a bird survey on the Powell Marsh.

- c) **Objective:** Students will assist in establishing a 350 square foot plant restoration area to include site clearing, planting, mulching and labeling.

9) Goal: Students will work with Wisconsin DNR Staff

When conducting the above Goals and Objectives the student will be responsible to take notes, pictures, videos..... and used them to produce an exist presentation for NR Staff and other Community Members.

F. SUPERVISORY RESPONSIBILITIES: None

G. SUPERVISION RECEIVED: Youth Initiative Coordinator

H. EDUCATION: High School juniors and seniors for the current school year.

I. EXPERIENCE: Interest in Natural Resource work

J. SKILLS: General work skills, willingness to learn and take direction. Training is provided.

K. WORKING ENVIRONMENT:

- 1. Work Conditions:** Must be able to work in all types of summer weather
- 2. Exposure to Hazards:** exposure to natural indoor and outdoor conditions such as insects, fish, and poisonous plants etc.
- 3. Physical Requirements:** Be able to work in natural settings on lakes, rivers forest and wetlands.

L. BEHAVIOR: The vision, goals and objectives of the Lac du Flambeau Band of the Lake Superior Chippewa Indians requires the Summer Youth Worker to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any attitude or behavior that will tarnish the name or reputation of the Lac du Flambeau Tribe will not be tolerated and is subject to disciplinary action.

M. OTHER: Demonstrate a strong commitment to cultural beliefs and values of the Lac du Flambeau Band of Lake Superior Chippewa Indians and the governing Tribal Council. Practices cultural sensitivity at all times, recognizing the respective diverse work styles within the organization and the Lac du Flambeau community. Must submit to a drug test prior to commencing employment and random testing thereafter. Criminal background check required applicable to the job description. As an employee of the Tribe, he/she will be subject to the Policies and Procedures of the Lac du Flambeau Band of Lake Superior Chippewa Indians.

N. SIGNATURES: