
LAC VIEUX DESERT BAND OF LAKE SUPERIOR CHIPPEWA INDIANS

HUMAN RESOURCES

P.O. Box 129, N5384 US 45 Watersmeet, MI 49969
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POSTED: March 10th, 2025

DEADLINE: March 24th, 2025

JOB VACANCY

POSITION: Natural Resources Director

DEPARTMENT: Natural Resources Department

SUPERVISOR: Tribal Administrator/Tribal Council

LOCATION: Watersmeet, MI

EMPLOYMENT: Full time – Grant Funded

SALARY/PAY RATE: \$105,000 - \$116, 711 annually

DESCRIPTION:

The Natural Resources Department (NRD) assumes primary responsibility for environmental policy and implementation of the NRD mission. The Director oversees all natural resource related activities for the Lac Vieux Desert Tribe including fish and wildlife management, treaty rights protection, habitat protection and restoration, water resource management, tribal development and environmental policy analysis and implementation.

RESPONSIBILITIES:

- Assist the Lac Vieux Desert Tribal Community and Tribal Council with protection and preservation of Treaty reserved fishing, hunting, and gathering rights on Reservation and within ceded territories
- Assist the Lac Vieux Desert Tribal Community and Tribal Council with meeting the goals and objectives of the Tribes Strategic Plan through ensuring completion of appropriate natural resource and environmental related projects
- Responsible for identifying, selecting, and approve grant and program pursuits for the Department and for presentation to the Tribal Administrator and Tribal Council.
- Responsible for setting and maintaining Department program direction and priorities to assist the NRD, LVD Tribal Community and Tribal Council with

- preservation and protection of Treaty Rights, and protection, preservation and enhancement of natural resources and the environment
- Assist the Tribal Council and tribal commercial fishers in managing and marketing a sustainable fishery and shall direct and ensure appropriate and relevant fishery assessment data and studies are completed annually within the Reservation and within the ceded territories
 - Direct and oversee wetlands and wildlife management programs to protect and sustain healthy wetlands and wildlife populations on the Reservation and within the ceded territories
 - Direct and oversee water quality initiatives, assessments, and programs on the Reservation and within the ceded territories
 - Direct and oversee appropriate environmental assessments, compliance, permitting, protection efforts, waste disposal and cleanups, and other environmental related activities and programs within the DNR
 - Prepare reports, technical memoranda, or issue summaries as necessary or as directed by the Tribal Council
 - Responsible for Department completion of sound management plans for fisheries, wildlife, wetlands, or other plans as appropriate. Shall be responsible for assisting the Tribal Council with development of ordinances as appropriate or directed.
 - Establish and maintain appropriate partnerships and participate in cooperative ventures with state, federal, and local units of government, and other public and private organizations as appropriate or directed.
 - Responsible for preparation and presentation of annual Department budgets, and shall approve and track Department expenditures
 - Responsible for communication and presenting NRD issues, needs, and accomplishments to the Tribal Council and Tribal Administrator
 - Work with the Conservation Committee on relevant resource related issues and is responsible for approval of Conservation Committee expenditures
 - Communicates regularly with appropriate departments including but not limited to the following Departments: Legal, Accounting, Tribal Administrator and Tribal Council
 - Responsible for proper administration and ensuring proper administration of grants and contracts. Manages Department budgets and spending
 - Responsible for providing oversight of outreach and public relation efforts by the DNR
 - Represent the Tribal Council as directed in government-to-government relationships and activities and participate in a wide variety of committees, task forces, work groups charged with the development, management and/or regulation of natural, cultural, biological, and economic resources of the Tribe
 - Write or direct grant writing and administration of grants
 - Supervises DNR staff and performs other related duties as assigned by the Tribal Administrator or Tribal Council

SKILLS AND SPECIFICATIONS

- Prior in-depth experience with Natural Resources planning, grant management and administration.
- Prior in-depth experience supervising natural resource professionals, programs, and budgets.

- Prior in-depth experience serving as a policy analyst and advocate for a governmental body.
- Ability to work effectively with Native American people in culturally diverse environments.
- Ability to manage time effectively and efficiently even under stressful conditions.
- Ability to establish and maintain good working relationships with tribal members, community groups, governmental agencies, and the public.
- Ability to communicate effectively, both orally and in writing.
- Ability to understand, adhere and communicate personnel policies and procedures.
- Ability to evaluate and integrate effective motivation tools to increase staff productivity and the economic development of NRD programs.
- Knowledge of forestry and fisheries related field sampling and surveys.
- Knowledge of Tribal, Federal, State, and local environmental laws, regulations, and policies.
- Ability to formulate conclusions, set a course of action and seek alternatives based on cultural and scientific data collected by Staff, and Tribal Council as needed.
- Ability to initiate and follow through on complex planning tasks, manage time efficiently, meet deadlines and respond effectively to unforeseeable complications in the performance of assigned duties and responsibilities.
- Ability to negotiate and resolve conflict resolution effectively.
- Ability to communicate effectively, both orally and in writing, to staff, Tribal Council, and community groups.
- Ability to develop and present highly complex information clearly and concisely in a variety of tribal and public forums.
- Knowledge of historic and contemporary legal decisions related to the Tribe
- Knowledge of native cultural values, traditions, and belief systems

MINIMUM QUALIFICATIONS:

- Master of Science Degree in environmental or natural resource related discipline required
- Must have demonstrated background in scientific report writing and must be familiar with computer software
- Must be willing to travel and attend various trainings and conferences
- Good attention to detail and be highly motivated to learn new and challenging skills
- Experience in grant writing and administration
- Valid state driver's license and able to meet minimum insurance requirements in order to use GSA vehicles
- Skills based assessment testing will be required

The above statements are intended to describe the general nature and level of work performed by people assigned to this classification. They are not intended to be construed, as an exhaustive list of all responsibilities, duties and skills required of personnel so classified. Management retains the right to add or to change the duties of the position at any time. Must be able to pass a pre-employment drug screen and applicable background checks related to the position.

Date Approved by Tribal Council: 3/4/25