

**CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
PO BOX 278
PABLO MT 59855
406/675-2700
PERSONNEL OFFICE FAX: 406/226-2562
WEBSITE ADDRESS: cskt.org/personnel
E-mail: sherry.dupuis@cskt.org**

******VACANCY ANNOUNCEMENT******

TITLE: Restoration Project Manager (2 Positions Available)

LOCATION: Division of Engineering & Water Resources/DEWR Complex - Ronan, MT
Natural Resources Department

SALARY: \$30.44 to \$34.99 per hour; including Benefits: Health Insurance, Life Insurance, Retirement, Long-term Disability, and PTO & Paid Holidays

CLOSING DATE: Monday, March 16, 2026 at 5:30 p.m. (MST)

SPECIAL CONDITIONS:

This is not a Testing Designated Position (TDP) within the definition of the CSKT Drug Testing policy. **The successful applicant, if not already employed by the Tribes, must pass a pre-hire drug test and serve a mandatory six (6) month probationary period.** The Restoration Project Manager is a professional, full-time position responsible for the development, oversight, and execution of ecological restoration and mitigation projects administered by the Natural Resources Department (NRD) Division of Engineering and Water Resources (DEWR) on the Flathead Reservation. This position manages all phases of restoration project delivery, including planning, design, permitting, construction, and post-implementation monitoring. The Restoration Project Manager ensures that all projects are delivered in compliance with the Montana Water Rights Protection Act and applicable Tribal, Federal, and State environmental laws, cultural protection standards, and CSKT policies.

DUTIES INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING:

- Identifying and developing restoration project opportunities in alignment with the purposes and activities defined in the Montana Water Rights Protection Act, Tribal priorities, watershed needs, and regulatory obligations.
- Managing all phases of project development including feasibility studies, site assessments and survey, conceptual and final design, permitting, and construction oversight.
- Developing and managing project work plans, budgets, and schedules to ensure cost effectiveness and timely completion.
- Working collaboratively with the NEPA Coordinator and Environmental Specialists to ensure environmental compliance during all project phases.
- Working closely with restoration program staff.
- Providing leadership to the project team, fostering a supported, collaborative and high-performance work environment.
- Overseeing procurement and contract administration for professional services and construction activities.
- Conducting fieldwork including site evaluations, pre-construction assessments, construction inspections, and post-project monitoring.

- Coordinating and leading interdisciplinary teams including engineers, scientists, contractors, and Tribal resource staff to ensure adherence to project schedules and specifications.
- Conducting regular site inspections to assess project progress, identify risks, and ensure compliance with safety protocols and regulatory requirements.
- Conduct regular meetings, virtually and in-person, to facilitate planning, communication, address challenges, and meet project objectives.
- Tracking project progress and producing technical reports, memos, and presentation materials.
- Communicating regularly with DEWR leadership and Tribal Council on project status, outcomes, and strategic direction.
- Completing administrative work including workplan development, contract preparation and management, budget development and projections, administrative reporting, and procurement.
- Ensuring projects are implemented in accordance to Tribal policies.
- Performing all other duties as assigned.

MINIMUM QUALIFICATIONS (AS REFLECTED ON THE TRIBAL EMPLOYMENT APPLICATION):

- Bachelor's degree in Environmental Science, Restoration Ecology, Civil/Environmental Engineering, Natural Resource Management, or related field is required.
- Required to have a minimum of three (3) years of progressively responsible experience in ecological restoration, environmental project management, or construction oversight.
- Experience working with Tribal governments and regulatory agencies is strongly preferred.
- Must have in-depth knowledge of ecological restoration principles and practices, hydrology, fluvial geomorphology, soil science, and native plant communities.
- Possession of a valid State driver's license with the ability to obtain a Montana Driver's License within six (6) months.
- Must have liability or full coverage insurance on personal vehicle (if used to travel off-site in performance of duties).
- Must wear Tribal Government identification and safety apparel when conducting field activities.
- Required to successfully complete a certified defensive driving course approved by the department upon hire and every three (3) years thereafter.

FAILURE TO SUBMIT ALL OF THE INFORMATION BELOW WILL RESULT IN DISQUALIFICATION DURING THE SCREENING PROCESS.

SUBMIT:

1. Completed Tribal Employment Application (Resumes may be submitted but may not replace or supplement the official Tribal Employment Application).
2. Copy of relevant academic transcripts and/or certificates.
3. Copy of valid State driver's license.
4. If applicable, please submit proof of Enrollment in a Federally recognized Tribe if other than CSKT.
5. If claiming Veteran's preference, a copy of DD214 must be submitted.

SUBMIT ALL OF THE ABOVE TO: Personnel Office, PO Box 278, Pablo MT 59855, at 406/675-2700 Ext. 1040.

FOR MORE INFORMATION: Contact Tabitha Espinoza – Environmental Restoration Program Manager at 406/675-2700 Ext. 7238.