

**CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
PO BOX 278
PABLO MT 59855
(406) 675-2700
PERSONNEL OFFICE FAX: (406) 675-2711
WEBSITE ADDRESS: cskt.org/personnel
E-mail: carla.matt@cskt.org**

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

TITLE: Tribal Lands Fencing Field Crew Member (1 or more contract positions)
LOCATION: Tribal Lands – Pablo, MT.
SALARY: \$18.89 to \$21.71 per hour
CLOSING DATE: Monday, May 18, 2026 at 5:30 p.m. (MST)

SPECIAL CONDITIONS:

This position 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 complete a mandatory six (6) month probationary period.**

This is a furlough able position; it is primarily responsible for physical labor tasks to be performed out of doors. The major duties and responsibilities include:

- Construction of new fence, repair of existing fences, and removal and proper disposal of old fence materials.
- Construction and installation of livestock water developments and cattle guards.
- Demolition of small structures and cleanup of Tribal lands.
- Mow Tribal ground and maintain equipment
- Assist compliance staff with compliance duties
- Other duties as assigned.
- The Field Crew interacts daily with persons, organization and agencies outside of the Tribal Government particularly Trust Land users with potentially hostile situations. The crew routinely acts as an intermediary to deliver and receive information on behalf of the Tribal Government, and Tribal Lands Department.
- The Field Crew Member works primarily out of doors. Outdoors work largely involves common hazards such as falling objects and weather extremes. The work mainly involves construction, repair and removal of fences, installation of other land improvements such as livestock water developments and cattle guards, and cleanup work on Tribal lands. The Crew Member will be required to use hand tools and routinely lift weights up to 60 pounds, hikes, climbs, kneels, stoops, crouches and walks long distances on uneven ground.

MINIMUM QUALIFICATIONS (AS REFLECTED ON TRIBAL EMPLOYMENT APPLICATION)

1. Education and Experience

High School diploma or equivalent required. Fence construction experience preferred but not required.

Knowledge

Working knowledge of fencing and construction.

Abilities and Skills

Ability to read and interpret maps

Skilled with the use of hand tools and outdoor equipment

Ability to follow instructions.

Ability to interact positively with other employees.

Special Requirements

Possession of a valid Montana Motor Vehicle Operator's license. Possession of a CDL is desirable.

DESIRABLE QUALIFICATIONS (AS DETERMINED BY THE INTERVIEW):

Possession of a CDL is desirable.

SUBMIT:

1. Completed Tribal employment application.
2. Copy of relevant academic transcript
3. Copy of current valid driver's license
4. If Applicable - Proof of enrollment from 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, telephone (406) 675-2700 Ext. 1040 or personnel@cskt.org

FOR MORE INFORMATION: Contact Mark Couture at 406-675-2700 Ext. #1251.