

**CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD NATION  
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**\*\*\*\*VACANCY ANNOUNCEMENT\*\*\*\***

**TITLE:** Safety Officer  
**LOCATION:** Tribal Health Department – St. Ignatius, MT  
**SALARY:** Negotiable DO, plus benefits (May be employed under contract)  
**CLOSING DATE:** Monday, July 13, 2026 at 5:30 p.m. (MST)

**SPECIAL CONDITIONS:**

**This position is a Testing Designated Position (TDP) within the definition of the CSKT Drug Testing policy and subject to random drug testing. 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. Must pass a background and suitability check according to Public Law 101-630, the Indian Child Protection and Family Violence Prevention Act.**

The Safety Officer is a healthcare safety professional responsible for protecting the health and well-being of Tribal Health staff, patients, and visitors by leading the planning, implementation, and evaluation of a comprehensive safety and emergency preparedness program across all Tribal Health facilities. This role works in close coordination with local, state, federal, and tribal authorities to ensure compliance with applicable safety standards and accreditation requirements. Specific duties include but are not limited to:

**Duties and Responsibilities:**

- Respond to incidents, assessing risks, and providing technical guidance on occupational and facility safety practices for conditions that pose a risk to life, health, or safety.
- Develop and oversee safety programs including, but not limited to: Safety Management, Fire Safety, Emergency Preparedness, Bloodborne Pathogen Exposure Control, Hazard Communication, Workplace Violence Prevention, Injury Prevention Program (IPP) and Hazardous Waste Management and others as required.
- Coordinate and facilitate all required safety training.
- Ensure Tribal Health maintains readiness for emergencies and regulatory inspections.
- Conduct and maintain records of new and annual employee training on safety-related topics, including occupational health, infection prevention, and emergency response protocols by accreditation bodies standards such as AAAHC, CMS, and OSHA.
- Chair the Tribal Health Safety Committee, including organizing and documenting meetings.
- Lead disaster preparedness drills and after-action reviews on a regular basis.

- Ensure safety incident reports and trend analyses are reviewed and shared with leadership to support data-driven improvements.
- Coordinate and maintain N95 respirator fit testing and **Basic Life Support (BLS)** certification compliance for all Tribal Health employees, ensuring documentation is current and aligned with regulatory and accreditation standards.
- Act as THD liaison to accrediting and regulatory bodies on safety-related matters and represent Tribal Health in safety, quality, and emergency preparedness meetings at the tribal, state, and federal level.
- Serve as a resource or provide safety support to other CSKT programs and buildings, as requested and appropriate.
- Maintain effective communication channels between departments, documenting and sharing incident trends, and ensuring follow-up actions are taken to mitigate risks
- Develop and maintain Tribal Health's safety-related policies and contributes to updates of organization-wide action plans and emergency preparedness documents.
- Other duties as assigned.

**Please request copy of position description for full details of job duties.**

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

- A bachelor's degree in occupational safety, public health, healthcare administration, environmental health, industrial hygiene, emergency management, or an industry related field.
- Minimum of two (2) years of experience in healthcare, safety, compliance, or emergency management role, preferably in a tribal or rural setting.
- Must possess a valid driver's license

**Certifications (Required or Must Obtain Within First Year):**

- OSHA 30-Hour General Industry or equivalent safety certification.
- ICS 100, 200, 700, and 800 FEMA/NIMS courses.
- Basic Life Support (BLS) for Healthcare Providers certification (Instructor-level preferred).
- Additional safety or compliance credentials (e.g., CHSP, CPHQ, or ASP) preferred but not required.

**SUBMIT:**

1. Completed Tribal employment application.
2. Copy of academic transcripts/degree, certifications, licensures
3. Copy of valid driver's license.
4. If claiming Tribal Preference, Proof of enrollment from a federally recognized Tribe if not from CSKT.
5. If claiming veteran's preference, a copy of the 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](mailto:personnel@cskt.org)

**FAILURE TO SUBMIT ALL OF THE ABOVE INFORMATION WILL RESULT IN DISQUALIFICATION DURING THE SCREENING PROCESS**

**FOR MORE INFORMATION: Contact Julie Cahoon at THD (406) 675-2700 Ext. #5051**