

**CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD NATION  
PO BOX 278  
PABLO MT 59855  
406/675-2700  
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**\*\*\*\*VACANCY ANNOUNCEMENT\*\*\*\***

**TITLE:** Shoreline 64A Field Specialist

**LOCATION:** Division of Environmental Protection—Polson, MT  
Natural Resources Department

**SALARY:** \$25.34 to \$29.13 per hour; including Benefits: Health Insurance,  
Life Insurance, Retirement, Long-term Disability, and PTO & Paid Holidays

**CLOSING DATE:** Monday, August 24, 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 Shoreline 64A Field Specialist is a full-time position responsible for inspection and evaluation of waterway structures such as docks, retaining walls, rip rap, breakwaters, bridges, culverts, shoreline protection, diversions, water withdrawal systems, and fish screens, as well as land locations and record searches.

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

- Performs independently when checking permitted structures for compliance with regulations and submitted applications.
- Be able to control emotions when communicating in a hostile situation.
- Determines ownership of unregistered structures, or structures not in compliance, through county records, maps, plats, deeds and online records.
- Maintains complete, accurate records of each individual permit area for compliance with Shoreline Rules and Regulations.
- Makes written reports each month of Shoreline activity on permits, applications, violations and vehicles.
- Required to be able to swim, operate a 4X4 pickup, inboard jet boat and snowmobile in adverse weather conditions, and able to back up a truck and trailer, load and unload a boat onto trailer.
- Makes written reports and recommendations when directed by the Shoreline Protection Board or Shoreline Protection Administrator.
- Jointly develops workplan goals and objectives for the Shoreline Protection Program.
- Assists and/or gives direction to the Compliance Officer during the investigation of 64A violation(s).
- Prepares all documentation for the monthly Shoreline Protection Board Meetings, and presents projects and plans, in person or via zoom, at these scheduled meetings.

- This position is an integral part of the Shoreline Protection Program and has the responsibility of assisting the public, board members, contractors, attorneys, Lake and Flathead Counties and the Corp of Engineers to fulfill the CSKT's 64A Ordinance.
- All contacts with the public, counties and agencies will be done with the highest level of courtesy and professionalism; a positive and cordial demeanor will be required.
- Must have working knowledge in the use of Microsoft Suite (PowerPoint, Word, Excel and Publisher).
- The above is not intended to be all-inclusive, this position will perform other related duties as required.

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

- Required to have a Bachelor's degree in Environmental Science, Natural Resources, Earth Science or related field, **OR**
- At least ten (10) years work experience in investigative enforcement with three (3) years Law Enforcement, Public Administration, Environmental Science or related field.
- High degree of skill in accurate map and aerial photo locations and interpretation, and ability to read and interpret detailed construction plans.
- Must have a valid driver's license.
- Must successfully complete a Coast Guard boating safety course upon hire.
- Must successfully complete a 2-day whitewater boating course or have a minimum of three (3) years of river whitewater boating experience.
- Must successfully complete a defensive driving course upon hire and every three (3) years thereafter.
- Must wear Tribal Government identification and safety apparel when conducting field activities.

**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 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 Craig Pablo, Shoreline Protection Administrator at 406/675-2700 Ext. 7221.