

**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: cskt.org/personnel
E-mail: cory.clairmont@cskt.org**

*****V A C A N C Y A N N O U N C E M E N T*****

TITLE: Heavy Equipment Operator II—One or more contract positions

LOCATION: Forestry Department—Ronan, MT

SALARY: \$26.51 to \$29.16 per hour including benefits
(depending on qualifications)

CLOSING DATE: Monday, September 21, 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. The successful applicant, if not already employed by the Tribes must pass a pre-hire drug test.

DUTIES:

Operates various sizes of diesel-powered crawler tractor (up to 300 h.p.) equipped with angle blade, brush blade or other implements used in forestry projects. Projects include skidding trees, piling brush, logging slash and other debris to accomplish site preparation.

- Clears land of brush, stumps, sod and debris for reforestation purposes.
- Attaches and adjusts special equipment such as blades, chain scarifier, brushing head or bucket.
- Constructs new roads and re-constructs eroded or brushed in roads to rough specifications.
- Constructs fire lines on wildfires and prescribed burns.
- Constructs erosion dips, road closures and water bars on roads and fire lines.
- Occasionally plows snow on existing roads.
- Operates heavy trucks and tractors with various types of trailers, which are capable of hauling 50-ton loads.
- Operates a tractor equipped with scoop and backhoe.
- Operates and excavator with bucket or brushing head.
- Installs, culverts, cattle guards, bridges and spring developments.
- Assists in fire suppression and prescribed burning as needed.
- Performs related work as required.

MINIMUM RECRUITING QUALIFICATIONS AS REFLECTED ON TRIBAL EMPLOYMENT APPLICATION:

- The operator is required to have training and minimum of five (5) years forestry operations experience in the safe operation of heavy equipment, which includes crawler tractor, excavator, trucks, tractors and trailers.
- A valid Montana Drivers License/CDL with required endorsements to permit operation of trucks and tractors capable of hauling 40-ton loads.
- Physical exam and/or pack test for fire activities is required by government regulations.
- This position is subject to random drug testing.

DESIRABLE QUALIFICATIONS AS DETERMINED THROUGH INTERVIEW AND PREVIOUS EMPLOYMENT REFERENCES:

- Knowledge of safe operating limits of equipment being used.
- Knowledge of the nature of the soil and terrain features.
- Knowledge of soil types to accomplish the project without detrimental effects on the soil, such as compaction, erosion or soil displacement.
- Knowledge in preventive maintenance to maintain equipment in optimal, safe operating condition.
- Skilled in handling the controls of the equipment being used to perform the work efficiently and safely.
- Good hand, eye and foot coordination is essential in the operation of the controls of the equipment being used.
- Able to determine the safe operating limits of the equipment being operated.
- Able to select the proper approach to safely accomplish the work, which is dependent on surface and sub-surface conditions.
- Able to operate equipment in confined areas, around trees, rocks and other barriers.
- Able to anticipate and plan for needed equipment and supplies to keep the operation progressing at a timely pace.
- Able to work independently as well as with others.
- Able to use proper judgements in respect to the project being accomplished.

SUBMIT:

1. Completed Tribal employment application (Resumes may be submitted but may not replace or supplement the official tribal application).
2. Copies of relevant academic transcripts and training certificates.
3. Copy of driver's license.
4. 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 with the application.

SUBMIT ALL OF THE ABOVE TO: Personnel Office, P.O. Box 278, Pablo, MT 59855, or call 406.675.2700, ext. 1040.

FOR MORE INFORMATION:

Contact: Joe Vanderburg, Heavy Equipment Officer @ 406.675.2700, ext. 6043.