CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
PO BOX 278
PABLO MT 59855
406.675.2700
PERSONNEL OFFICE FAX: 406.226.2562
CSKT 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: Criminal Defense Attorney—Contract Position

LOCATION: Tribal Defenders Office—Pablo, MT

SALARY: $70,000.00 to $93,000.00 Annually (D.O.E.)
Including benefits

CLOSING DATE: Monday, November 23, 2026 @ 5:30 p.m.

SPECIAL CONDITIONS:
This is a 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 you will serve a six-month probationary period.**

DUTIES INCLUDE:

This position provides legal assistance and representation to indigent adult and juvenile clients charged with misdemeanor and felony offenses in Tribal Court.

- Represents adults charged in Tribal Court with misdemeanor and felony offenses. Provides advocacy at all stages of proceedings, from initial appearance to trial, sentencing and appeal.
- Represents juveniles charged in Tribal Youth Court, with misdemeanor and felony offenses. Provides advocacy at all stages of proceedings, from initial appearance to trial, sentencing and appeal.
- Is occasionally on-call for weekend and holiday court duty to represent individuals at initial appearance or to address clients' needs in any emergency related to incarceration, mental health, or other Tribal Defender matters.
- May also be required to represent individuals in mental health commitments, guardianships, child protection, or other civil matters as needed.

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

- Must be a member in good standing of the State Bar of Montana, or the state bar association in which the applicant currently practices. Applicants to the Montana Bar waiting for admission may be considered on a contingency basis. Entry level attorneys will be considered depending on their interest and other qualifications.
- Must have demonstrated knowledge of criminal law, criminal procedure, and ability to function in the courtroom.
- Must have knowledge of the social and cultural lifestyles of the reservation community and be able to communicate effectively with native clients and the native community.
- Must be willing to prepare correspondence and court documents with limited assistance from clerical staff.
- Must have solid legal research and writing skills.
- Must be able to prioritize, and manage a high volume of cases in an extremely fast-paced atmosphere. This includes the ability to think on one's feet in a pressured situation and to perform ender stress, but also do the necessary preparation work all with effective assistance to clients as a priority. A sense of humor also goes a long way.
- Must be committed to the holistic defense model that is innovative, client-driven, and team based. Holistic defense focuses on the client in the context of their community, not the disposition of a case.
- Must have demonstrated interest in working with the disenfranchised, the criminally accused, and those suffering from mental illness and addiction, knowing that clients of the Tribal Defenders Office are resilient and capable of change.

SUBMIT:

1. Completed Tribal employment application.
2. Proof of license showing you are in good standing of the bar of the State of Montana.
3. Legal writing sample must be submitted.
4. Copy of valid state driver's license.
5. Certified copies of relevant academic transcripts and training certificates.
6. Proof of enrollment from a federally recognized Tribe if other than CSKT.
7. If claiming veteran's preference, a copy of DD214 must be submitted.

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

FOR MORE INFORMATION:
Contact person: Ann Miller, Attorney @ 406.675.2700, ext. 1133.