



Nisqually Indian Tribe

Nisqually Indian Tribe HR DIRECTOR *Recruitment Announcement*

About the Nisqually Indian Tribe

The Nisqually people have lived in the south Puget Sound watershed since time immemorial. The Nisqually are a fishing people, living off the rich bounty of the river, and sustaining life for home and environment. The Nisqually Reservation, as it has become known today, was established by the Medicine Creek Treaty of December 26, 1854. The Nisqually people were established on a reservation consisting of 1,280 acres in what is now Thurston County.

On January 20, 1856 an executive order enlarged it to 4,717 acres on both sides of the Nisqually River. On September 30, 1884 acreage was set aside and divided into 30 family allotments on both sides of the river. The acreage didn't include the river. The people lived in peace for a while, harvesting fish from the river and shellfish, crabs, oysters and other seafood from Puget Sound. In the winter of 1917 the U.S. Army moved onto Nisqually lands and

ordered them from their homes without any warning. Later, Pierce County condemned 3,353 acres of Nisqually land and transferred it to the Army to expand the Fort Lewis base.

Today, the tribe has more than 830 enrolled members, the majority of whom live on or near the reservation. An entrepreneurial tribe that has grown to become one of the largest employers in Thurston County, while

building a national reputation for environmental stewardship programs protecting and enhancing the natural environment for decades.

Salmon has not only been the mainstay of the Nisqually diet, but the foundation of their culture as well. The Tribe is the prime steward of the Nisqually River fisheries resources, and operate two fish hatcheries: one on Clear Creek and one on Kalama Creek.



About the Position

The mission of the Human Resources Department is to contribute to the Tribe's organizational effectiveness by providing human resources services which enhance the ability of individuals and divisions to do their jobs while providing the best possible services to the community.

The Human Resources Director reports to the CEO, leads a department of eight and oversees a budget of \$1.2 million. The HR Director has responsibility for administration of human resources functions to include: workforce planning; talent management; classification and compensation, employee engagement and recognition; leave and benefit administration; employee relations; performance management; organizational development and training; and records management.



Desirable Qualifications

A Bachelor's degree and at least five of management experience leading a professional HR team overseeing the full array of HR services or any combination of experience and education which would clearly indicate the ability to perform this role.

Experience working for the Nisqually Indian Tribe or other Federally recognized Tribe and knowledge of Tribal laws, rules, policies, and procedures is preferred.

In addition, candidates should bring the following:

- Strong organizational management and leadership skills, with the ability to mentor and develop staff.
- An understanding of Indian self-governance and Tribal Sovereignty.
- Management level supervisory experience with an initiative-taking approach to providing internal customer service.
- Proven leadership skills, including team-building, consensus building and conflict resolution and the ability to motivate and inspire performance in senior management.
- Unquestionable integrity and character; will do what's right for the Nisqually Indian Tribe.
- Ability to be flexible, respectful, and effective while working with others from diverse backgrounds
- A thoughtful decision-maker who values both people and process.
- High energy level and strong work ethic.

The Ideal Candidate

The Nisqually Indian Tribe is seeking a credible, unifying, equity-centered human resources leader who is deeply committed to the success of the Tribe, is a strategic big-picture thinker, and will be able to establish the Tribe to be an employer of choice, responsive to the workforce demands of the future.

The next HR Director will bring a high degree of humility and self-awareness to the role and will have the ability to think creatively to solve problems so that HR services are effective and efficient for all employees. The successful candidate will have the proven ability to lead through ambiguity and be called on to deliver in a complex environment and will be a strong and efficient collaborator who understands how to maintain key relationships when it's not possible to satisfy all parties.

As a problem solver with excellent communication, the successful candidate will have the necessary interpersonal skills to build positive working relationships with staff, department heads, leadership, the CEO and Tribal Council. The successful candidate will be solutions-oriented, have strong political acumen, and have the ability to adapt to changing and competing priorities. The ability to work in a fast paced environment is essential.



In addition, the ideal candidate will bring the following:

- Deep commitment to intersectionality-centered equity and an ability to engage with diverse staff and leadership to promote collaboration and partnership across departments and levels of leadership. Unwavering commitment to cultivating a work culture of safety, trust and belonging.
- Broad experience in the disciplines of human resources. This includes experience with advising leaders in HR policy and practice, workforce planning, organizational development, benefits, wellness, and employment law and total compensation.
- Commitment to transparency and open communication to keep people informed. The HR Director should be highly visible within the organization, proactively communicating with other departments. Verbal and written communications are essential to success.
- Customer focused approach. The HR Director must bring a commitment to customer service and expectations of efficiency and responsiveness. The HR Department must serve as a collaborative partner with departments, working seamlessly to support Tribal operations and the achievement of the Tribe's goals.
- Innovative strategic thinking and problem solving. This role requires applying advanced management principles in a diverse and complex tribal government organization.

APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume.

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled; however, the screening process will move quickly. Please submit your application materials as soon as possible by visiting www.karrasconsulting.net and clicking on “view open positions.” Previous applicants need not apply.

The annual salary for this position is \$129K - \$173K. Salary is determined based on internal and market equity and the applicant’s job-related knowledge, skills, and experience.

Benefits include: excellent health care coverage including dental and vision; Tribal 401k contribution; 15+ paid holidays a year; Life insurance for employee and dependents provided by the tribe (employees have the option to purchase more); Employee Advisory Program and more!

The Nisqually Indian Tribe is an equal opportunity employer. Persons needing this announcement in an alternative format or assistance in the application process please email marissa@karrasconsulting.net.

