

**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 ADDRESS: [cskt.org/personnel](http://cskt.org/personnel)**

**E-mail: [sherry.dupuis@cskt.org](mailto:sherry.dupuis@cskt.org)**

**\*\*\*\*VACANCY ANNOUNCEMENT\*\*\*\***

*The Confederated Salish & Kootenai Tribes are seeking a skilled and motivated Water Resources Specialist to support water monitoring and measurement efforts. This position offers the opportunity to work both independently and collaboratively on projects that are critical to water resources on and off the Flathead Reservation. Learn more and apply at [www.cskt.org/personnel](http://www.cskt.org/personnel).*

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**TITLE:** Water Resources Specialist

**LOCATION:** Division of Engineering & Water Resources/DEWR Complex - Ronan, MT  
Natural Resources Department

**SALARY:** \$28.22 to \$32.44 per hour (Comprehensive Benefits include: Health and Life Insurance, Retirement, Long-term Disability, Paid Time Off, Paid Holidays, and a collaborative team environment.)

**CLOSING DATE:** Monday, August 4, 2025 at 5:30pm.

**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 Water Resources Specialist is a technical-level position working in the Confederated Salish & Kootenai Tribes' Natural Resources Department within the Division of Engineering and Water Resources. The individual selected will perform water resources technical work under the direct supervision of the Monitoring and Measurement Program Manager.

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

- Prepares or assists with recurring hydrologic duties for the Program, including but not limited to forest hydrology and NEPA analysis for timber sales; permit review for the Shoreline Protection Office; and hydrologic support for various Tribal programs.
- Assists with specific technical projects related to water measurement, data collection, and quantification of water conservation.
- Prepares project-level monitoring and measurement work plans as directed to support Division initiatives, including water conservation and reallocation studies.
- Prepares or assists with specific technical reports summarizing findings from field-based data collection efforts, as well as technical memoranda on various topics including hydrologic work.
- Provides quality assurance/quality control for Program data collection, including technical review of hydrologic records.

- Embraces real-time data management and publication as a working model.
- Prepares Standard Operating Procedures for data collection and data management procedures.
- Collects stream discharge measurements using flow meters, hydraulic structures, and other hydrologic measurement devices by wading across streams, rivers, and canals on a monthly or more frequent basis, often at remote locations and in adverse weather conditions.
- Collects snowpack information during winter months in remote and difficult to access locations, often in adverse weather conditions.
- Completes field surveying using engineering levels and GPS units at stream gaging sites and for in-stream surveys.
- Completes project-specific field investigations.
- Performs other duties as assigned.

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

- Bachelor's degree in hydrologic sciences or a closely related physical science field; **OR**
- Combination of education and experience including at least one (1) year of specialized experience that is related to the duties of this position.
- Knowledge of surface water hydrology, groundwater hydrology and practical applications in data collection and management; ability to take mathematical principles and apply them to water resources problems.
- Skills in use of analytical tools including spreadsheet analysis are required. Skills in statistical analysis, water budget analysis, and geospatial analysis are preferred.
- Ability to read and interpret a wide variety of instructions and procedures in oral and/or written form; to collect data, establish facts, draw conclusions, and define problems and recommend solutions, both orally and in written form.
- Possession of a valid driver's license.
- Must have liability or full coverage insurance on personal vehicle (if used to travel off-site in performance of duties).
- Must wear Tribal Government identification and safety apparel when conducting field activities.
- Required to successfully complete a certified defensive driving course approved by the Department every three (3) years thereafter.

### **➤ 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. 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 – Cody Goklish, Monitoring and Measurement Program Hydrologist at 406/675-2700 Ext. 6311.

***\*\*INTERESTED AND QUALIFIED APPLICANTS ARE ENCOURAGED TO APPLY\*\****