

# BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

---

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

---

**Job Title:** Brownfield Specialist  
**Department:** Natural Resources Department  
**Hourly Rate:** Dependent Upon Qualifications  
**Exempt:** Non-exempt (hourly) position  
**Full-Time:** 40 Hours  
**Supervisor:** Environmental Specialist  
**Posted Date:** Public  
**Opens:** February 4<sup>th</sup>, 2026  
**Closes:** February 24<sup>th</sup>, 2026 @ 4:30pm



---

**Summary:** The Brownfield Specialist will serve as a resource to the Natural Resources Department in the inventory, assessment, and restoration or redevelopment of former industrial or commercial sites on tribal lands. The Brownfield Specialist will be expected to develop and implement a program to advance the Tribe's capacity to identify, regulate, and respond to environmental concerns related to hazardous or regulated chemicals.

**Essential Duties and Responsibilities** include the following:

- Develop and maintain an inventory of brownfield sites on tribal lands or within the Bad River Reservation.
- Coordinate and participate in site-specific investigations of sites relevant to the Tribe.
- Conduct and/or review Phase I and II Environmental Site Assessments on priority sites identified by the Tribe.
- Review, develop, and/or revise oversight and enforcement authorities related to the protection of human health and the environment (e.g. Ch. 3.25 Bad River Band Environmental Response and Remediation Code including the associated cleanup tables, spill reporting, clean-up requirements) and assist in building tribal capacity in handling hazardous substances releases and brownfield redevelopment practices.
- Create mechanisms and resources to provide meaningful opportunities for public participation in the program.
- Create and maintain a public record of brownfield sites at which response actions are planned to be addressed.
- Create mechanisms for the approval of cleanup plans (with identified brownfield closure committee) and requirements for the verification that a response action is complete.
- Conduct outreach and education activities regarding the program to include informational materials, newsletters, handouts and information on special events.
- Keep leadership, grant agencies, and other tribal departments informed of status of environmental response activities by attending meetings and submitting reports.
- Attend training, classes, and other education opportunities necessary to maintain and enhance the capabilities of the program and Natural Resources Department.
- Maintain HAZWOPER training by completing the required annual refreshers.
- Maintain professional and technical knowledge by conducting research, attending training, reviewing technical publications, establishing professional networks and participating in professional societies.
- Provide training to other staff, as required.
- Administer grant funding (including CERCLA Section 128(a) funding and other relevant funding) and secure additional funding for continuation and expansion of Department services.
- Assist the Department with providing oversight of hazardous materials handling and transporting within the Reservation and within areas connected to the Reservation resources.
- Assist the Tribe's Solid Waste and Recycling Center with the coordination of special waste collection on the Reservation.
- Assist the Tribe in updating and implementing the Pre-Disaster Mitigation Plan and Emergency Response plan (including relevant Emergency Support Functions).

**Qualification Requirements:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and/or abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Education and/or Experience:**

**Required:**

- Minimum bachelor's degree in environmental studies, toxicology, chemistry, biology, engineering, or other natural resources related field.
- Ability to obtain 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) certification.
- Must be willing and able to obtain additional education and training, as needed.
- Knowledge of applicable federal, state, county and local laws, regulations, and requirements including the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA or Superfund Law). Ability to interpret applicable laws, regulations, requirements, ordinances and legislation.
- Must possess excellent oral and written communication skills.
- Skill in operating various word-processing, spreadsheets, and database software programs in a Windows environment.
- Must be able to perform moderate physical activity associated with field work.
- Must be self-motivated, trustworthy, dependable, and willing to travel and work long hours occasionally.

**Preferred:**

- Ability to become certified to conduct Environmental Site Assessments.
- 40-hour HAZWOPER training completed and up to date.
- Incident Command System training completed, specifically FEMA ISC-100 and IS-700 courses or equivalent.
- Experience with ArcGIS, statistics, and contemporary environmental research methods.
- Previous experience with grant writing and administration.

**Other Skills and Abilities:**

This is a required driver position.

Must have a valid driver's license and meet eligibility for tribal insurance.

**Background Check:**

This position is contingent on the ability to pass background check.

**Reasoning Ability:**

Must be self-motivated.

Must be able to work with minimal supervision.

**Physical Demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Must be physically able to perform all job duties, including field work. Walking, standing, bending, stooping, and occasional lifting up to 25 lbs and/or carrying for short distances required. Subject to inside and outside environmental conditions, and must be willing to work in adverse weather conditions, as necessary.

**Work Environment:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Subject to inside and outside conditions.

**Drug-Free Workplace in accordance with the Drug Free Workplace Act of 1988, P.L. 100-690 and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.**

**Send Application and Resume To:**

**Bad River Tribe**

**Attn: Human Resources**

**P.O. Box 39**

**Odanah, WI 54861**

<http://www.badriver-nsn.gov/>

**Application material may also be emailed to:**

[HRmanager@badriver-nsn.gov](mailto:HRmanager@badriver-nsn.gov)

[HRassistant@Badriver-nsn.gov](mailto:HRassistant@Badriver-nsn.gov)