

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Conservation Warden
Department: Mashkiiziibii Natural Resources Department
Hourly Rate: \$18.00-\$22.00 DOQ Subject to Grant
Exempt: No/Hourly
Supervisor: Chief Conservation Warden
Posting Date: Public
Opens: July 22nd, 2026
Closes: Open Until Filled



Summary: The Tribal Conservation Warden will be responsible for enforcement of tribal natural resources, conservation, environment protection, and sanitation ordinances within the exterior boundaries of the Bad River Reservation and the western waters of Lake Superior. This position has been classified as 60% tax exempt for qualified Bad River tribal members under Internal Revenue Code 7873 – Tax Exemption for Income Derived from Treaty Fishing Rights-Related Activities.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Will engage in conservation enforcement activities including patrol, protection, investigation, and licensing services to tribal members.
- Will establish a system of patrol, maintain proper posting of reservation boundaries and tribal lands.
- Will investigate all offenses.
- Will enforce all tribal conservation ordinances, inter-tribal codes, and tribal/state agreements.
- Will issue permits, tags, and licenses as required by tribal ordinances and maintain records of the same.
- Will issue citations to violators, seize equipment and catch, if necessary, file citations with Tribal Clerk of Court, and file copies with Tribal Attorney.
- Will maintain a cooperative relationship with other law enforcement agencies including GLIFWC, WDNR, USFWS, and Ashland County Sheriff's Department.
- Will implement prevention, safety, and education programs for the prevention of violations and accidents.
- Will answer citizen complaints, write reports, prepare cases for tribal court; serve conservation-related warrants, summons, and complaints as required by the Bad River Tribal Court.
- Provide evidence and testimony for citations that are adjudicated in tribal or state court.
- Assist with nuisance wildlife control (e.g., bears, raccoons).
- Assist with wildlife recovery and rehabilitation efforts in coordination with the Tribe's Wildlife Program.
- Attend and participate in meetings and training as assigned along with community outreach events.
- Responsible for the physical security and condition of all assigned equipment and gear.

Qualification Requirements: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. Before a candidate is hired for this job, the individual must pass the basic minimum physical fitness standards for the Police Academy.

Education and/or Experience:

Required: High School diploma or its equivalent and a minimum of 20 college credits from an accredited college or university. The employee hired must have the ability to earn 60 college credits from an accredited college or university within three (3) years from the date of hire or from the graduate date of the Police Academy. Knowledge of Bad River

Reservation land. The employee hired will be required to complete a certificate, diploma, or degree from accredited law enforcement training academy (if the applicant does not currently possess) within one year of the hire date. The law enforcement academy takes place in Artesia, NM and is 13 weeks in length. 60 college credits from an accredited college or university or associate's degree in any field. Two (2) years of experience in conservation or law enforcement field preferred. A certificate, diploma, or degree from an accredited law enforcement training academy. Experience working with tribal communities and/or Native American issues preferred.

Other Skills and Abilities:

Required:

This is a required driver position.

There is a 13-week MANDATORY training that takes place in Artesia, NM.

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

Must be self-motivated, trustworthy, dependable, and willing to work long hours occasionally. Must be able to work nights and weekends.

Background Check:

This position is contingent on the required ability to pass a Bad River and Affirm background. This position requires a driver check, to meet eligibility for tribal insurance.

Language Skills:

Must possess excellent oral and written communication skills. Must possess proficient computer skills.

Reasoning Ability:

Must be able to solve problems when they arise, including identification of the problem, development of a plan, implementation of that plan, and evaluation of the implementation success.

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 fieldwork. Must be able to pass physical fitness tests as required. Walking, standing, bending, stooping, and occasionally lifting up to 50lbs., 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. Must have or be able to obtain, within one year of being hired, required warden training.

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.

The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties associated with this position. The duties and responsibilities will be subject to change based on the organizational needs or deemed necessary by the Chief Warden or Natural Resources Director or Deputy Director.

The noise level in the working environment is usually moderate to loud. Subject to inside and outside environmental 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
HRassistant@Badriver-nsn.gov