

# GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

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[www.glifwc.org](http://www.glifwc.org)



## • MEMBER TRIBES •

### MICHIGAN

Bay Mills Community  
Keweenaw Bay Community  
Lac Vieux Desert Band

### WISCONSIN

Bad River Band  
Lac Courte Oreilles Band  
Lac du Flambeau Band  
Red Cliff Band  
St. Croix Chippewa  
Sokaogon Chippewa

### MINNESOTA

Fond du Lac Band  
Mille Lacs Band

## JOB ANNOUNCEMENT

- JOB TITLE:** Conservation Field Warden
- DUTY STATION(S):** Crandon, WI (1), Park Falls, WI (1), Hayward, WI (1), Ashland, WI (1), Danbury, WI (1), Brimley, MI (1), Baraga, MI (1).
- CLASSIFICATION:** Permanent, Full-Time
- SALARY:** Starting Salary range: **\$50,309 - \$51,789**, depending on qualifications.  
Note: Position has been classified as 50% tax exempt for qualified tribal members under Internal Revenue Code § 7873- Tax Exemption for Income Derived from Treaty Fishing Rights-Related Activities.  
See GLIFWC website for current benefit information.
- POSTING DATE:** **June 23, 2023**
- CLOSING DATE:** **OPEN CONTINUOUS**

**JOB SUMMARY:** This position shall be primarily responsible for the following conservation enforcement activities: patrol, protection, and investigative services in the areas of Wisconsin, Michigan and Minnesota ceded by the 1836, 1837, 1842, and 1854 Treaties with the Chippewa, including those portions of Lake Superior.

### DUTIES AND RESPONSIBILITIES:

1. Monitors fishing, hunting, and gathering activities by tribal members.
2. Tagging of fish and wildlife and preparing catch/harvest reports.
3. Respond to and investigate all complaints related to possible tribal harvest violations.
4. Issue citations to violators of tribal hunting, fishing and gathering regulations, and if necessary, the seizure of equipment and catch.
5. Issue hunting, fishing, gathering, camping etc. permits and licenses to tribal members.
6. Register wildlife and fish harvested by tribal members.
7. Testifies in Tribal, Federal, and State court concerning issued citations and investigations.
8. Patrols and maintains in-real time IMC daily activity logs and monthly reports.
9. Attends meetings and trainings as assigned.

10. Instructs various safety programs throughout the year.
11. Attends and participates in community outreach events.
12. Responsible for the physical security and condition of all assigned equipment.
13. Must maintain a professional working relationship with all Tribal, Federal, State, and local law enforcement agencies and courts.
14. Make public speaking appearances to inform law enforcement agencies, tribal communities, and the general public on the role and function of the Commissions Conservation Enforcement Division and whenever necessary to promote and protect public health and safety, and changes to tribal harvest regulations.

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

**SUPERVISION RECEIVED:** The Conservation Field Warden will perform job responsibilities under the direction of the assigned Lieutenant. At times the Field Warden will work independently with little or no immediate supervision while performing job responsibilities.

**EXPERIENCE:** No previous experience is required (*highly preferred*).

**KNOWLEDGE, SKILLS AND ABILITIES:** Knowledge of boat operations and boat safety. Knowledge of the exercise of Treaty Rights and commercial fishing practices. Knowledge of hunting, fishing, trapping, and gathering activities preferred. Must be of good moral character. Must be physically fit. Must be proficient with firearms.

**WORKING ENVIRONMENT:**

- 1. Work Conditions:** Work outdoors in all weather conditions, office setting on occasion, and ride in or operate outdoor recreation vehicles.
- 2. Exposure to Hazards:** Daily exposure to persons and/or situations that may be undesirable; also, extreme weather conditions.
- 3. Physical Requirements:** Performs routine tasks that require a capacity to intermittently sit, stand, walk, bend, and occasionally lift heavy objects. Substantial amount of strength needed to assist in subduing violent and unruly individuals. Will be required to perform minimum requirements of physical agility assessment.

**QUALIFICATIONS AND STANDARDS:** High School Diploma or equivalent is required. Must have ability to complete Preparatory Law Enforcement training within one year of employment or have received equivalent training from another state (this position is considered safety sensitive and requires a drug screen test for all substances including Marijuana).

1. Must be a U.S. citizen.
2. Must possess a valid driver's license and be insurable under GLIFWC's insurance policy.
3. Must be at least 21 years of age.

4. Upon completion of Field Training, wardens will be expected to live within 30 miles of their assigned duty station.
5. Must successfully pass the minimum entrance level fitness test.
6. Must be able to legally possess a firearm.
7. Must be able to work nights and weekends.
8. Be free of any physical, emotional, or mental health condition which might adversely affect law enforcement performance.
9. Must be able to react quickly and effectively to stressful situations.
10. Must be able to understand oral and written instructions.
11. Must have proficient writing and oral communications skills.
12. Must be able to perform physical, mental, and sometimes strenuous duties conducted at odd times and locations.
13. Must have earned 60 college credits from an accredited college or university.
14. Exceptions:
  - Applicants who will meet the 60-college credit requirement at the end of the Fall 2023 semester.
  - Applicants who have been granted a college credit waiver from the Wisconsin Department of Justice Law Enforcement Standards Board.

#### **TRAINING:**

1. Applicants that are not already eligible for Wisconsin Law Enforcement Standards Board Certification, must attend and successfully complete a Basic Law Enforcement course (720 – hour).
2. Recruit Wardens must complete a one-year Field Training Program.

**Indian preference will be applied consistent with GLIFWC policies and the federal Indian Self Determination and Education Assistance Act (PL 93-638).**

#### **APPLICATION PROCEDURE:**

Email a completed GLIFWC Special Enforcement Application (available at: [www.glifwc.org](http://www.glifwc.org)), cover letter (identify the duty station(s) you are applying for in your cover letter), resume, official college transcripts, and if applicable, college transcript waiver, and an undeleted version of DD Form 214 to:

Ashley Poch, Human Resources Director  
Great Lakes Indian Fish & Wildlife Commission  
72682 Maple Street, P.O. Box 9  
Odanah, WI 54861  
(715)685-2134 [hr@glifwc.org](mailto:hr@glifwc.org)