

# GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

P.O. Box 9 • Odanah, WI 54861 • 715-682-6619 • FAX 715-682-9294

[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

## VACANCY ANNOUNCEMENT

**TITLE:** Policy Analyst II

**DEPARTMENT:** Division of Intergovernmental Affairs

**LOCATION:** Great Lakes Indian Fish and Wildlife Commission (GLIFWC)  
Bad River Indian Reservation, Odanah, Wisconsin

**CLOSING DATE:** Open Until Filled

**CLASSIFICATION:** Permanent, full-time (1 year initial probationary period)

**SALARY:** Starting Salary Range: \$61,907 - \$72,080 (DEPENDENT ON QUALIFICATIONS AND EXPERIENCE)  
Note: this position has been classified as 50% tax exempt for qualified individuals under Internal Revenue Code s.7873 – Tax Exemption for Income Derived from Treaty Fishing Rights-Related Activities. Benefits include health insurance, retirement plan, cafeteria plan, disability insurance, and life insurance.

## DUTIES AND RESPONSIBILITIES

Under the supervision and direction of the Director, Division of Intergovernmental Affairs, provide legal support and policy analysis in a manner consistent with GLIFWC policies and procedures, specifically:

1. assist the Commission in ensuring and demonstrating compliance with federal court orders, and in sustaining the effective implementation of off-reservation treaty reserved rights and the tribal self-regulatory systems related thereto,
2. provide legal and policy research and analysis to affirm and implement member tribes' rights and related sovereign prerogatives (whether as part of litigation or negotiation), including drafting intergovernmental agreements, and formulating codes and ordinances,
3. provide legal and policy analysis on legislative, administrative, judicial and policy initiatives with potential impacts on treaty reserved rights or resources,
4. assist Commission staff as directed in formulating and presenting recommendations related to treaty rights issues, and attend Commission or other meetings/forums where those positions are delivered and advocated,
5. assist and advise the Commission and other Commission Divisions as directed regarding legal or policy matters related to compliance with GLIFWC's PL 93-638 contract, appropriations issues, development of agreements with outside consultants, and compliance with Commission policies and procedures, and
6. perform other related duties as assigned or as directed.

## **QUALIFICATIONS**

Juris Doctor (JD) required, plus 3 years of experience desirable in a field relevant to the position's responsibilities and GLIFWC's mission and:

1. A high degree of skill in written and oral communications, including an ability to organize and analyze facts, to develop written comments and policy recommendations, and to clearly and concisely present those recommendations.
2. A demonstrated ability to act with competence, responsibility, and, when necessary, confidentiality in initiating, planning, analyzing, interpreting, organizing and reporting on legal and policy research.
3. Work or other relevant experience with Indian Tribes preferred.
4. The capacity to work independently and with a variety of professional and non-professional individuals.

Indian preference will be applied consistent with GLIFWC policies and the federal Indian Self-Determination and Education Assistance Act.

## **APPLICATION PROCEDURE**

Submit a letter of interest, a writing sample, and a resume (including 3 references) to:

Leanne Thannum, Litigation Support Specialist  
Great Lakes Indian Fish and Wildlife Commission  
Chief Blackbird Center  
P.O. Box 9  
72682 Maple Street  
Odanah, Wisconsin 54861  
715-682-6619  
E-mail: [lthannum@glifwc.org](mailto:lthannum@glifwc.org)