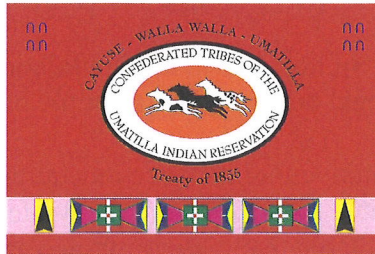


**CONFEDERATED TRIBES OF THE UMATILLA INDIAN RESERVATION**  
**46411 TIMÍNE WAY, PENDLETON, OR 97801**  
**(541) 276-3570 FAX (541) 276-9060**



**POSITION DESCRIPTION and VACANCY ANNOUNCEMENT**

**POSITION TITLE:** Equipment Operator I or II (**1 position**)

**SALARY:** Pay Range: 6 Operator I- \$39,228.48-\$52,530 annual  
Pay Range 7 Operator II-\$44,000.00-\$56,680 annual  
DOE/DOQ

**DEPARTMENT:** Department of Economic & Community Development (DECD), Tribal Environmental Recovery Facility (TERF)

**LOCATION:** Physical Address: TERF Building at 72292 Nichtay Road Pendleton, OR

**EMPLOYMENT STATUS:** Full Time with benefits package  
Safety Sensitive (subject to random drug testing)  
Non-Exempt

**SUPERVISED BY:** TERF Operations Manager

**OPENING DATE:** February 25, 2025

**CLOSING DATE:** Open until filled with reviews **March 4<sup>th</sup>** and **March 11<sup>th</sup>, 2025**, of complete packets

**CTUIR MISSION STATEMENT**

Exercise the Tribe's sovereign authority to achieve the maximum protection of resources identified in the Treaty of 1855, to protect newly acquired lands wherein the Tribe has a vested interest, to protect the lands of all the citizens and residents of the Umatilla Indian Reservation. This position will protect human life, water, land, air, and wildlife by exercising professional skills and abilities in the protection of the resources of the Confederated Tribes of the Umatilla Indian Reservation.

**GENERAL STATEMENT OF DUTIES**

The incumbent will provide day to day collection of garbage on route lists and be compliant with all safety requirements in the operation of a garbage truck and other heavy equipment on site. The incumbent will be responsible for learning the recycling processes and procedures to ensure that TERF operates safely and economically for the Tribes. The incumbent will be expected to work some holidays and weekends with overtime pay not authorized for this position.

## EXAMPLES OF ESSENTIAL JOB DUTIES & RESPONSIBILITIES

1. Responsible for weekly route assigned to him/her.
2. Assists in the operation of the Solid Waste Program according to the terms of the Solid Waste Management Code.
3. Notify the Operations Manager of homes that are in violation of the Solid Waste Management Code.
4. Investigates all incidents of illegal dumping and refer the names of those persons involved to the Operations Manager.
5. Responsible for weekly preventative maintenance on equipment.
6. Responsible for sorting recyclable materials from the waste stream.
7. Responsible for preparing recyclable materials for transport.
8. Other related duties as assigned by TERF Manager.

SUPERVISORY AUTHORITY: NONE

SIGNATORY AUTHORITY: NONE

ACCESS TO SENSITIVE AREAS: Tribal Environmental Recovery Facility (TERF) areas.

**REQUIRED MINIMUM QUALIFICATIONS: (It is the responsibility of the applicant to demonstrate in writing he/she does meet the following minimum qualifications.)**

### **Equipment Operator I**

1. Must possess a High School diploma or equivalent.
2. Must have a valid Driver's License; Preferred Class A or B CDL with no restrictions to meet Tribal Insurance requirements **OR** ability to obtain within six months. If CDL is not obtained within six months, it will result in automatic termination.
3. Must have experience driving and working in adverse weather conditions.
4. Must have 1 year or more experience in mechanics of heavy equipment.
5. Willingness to learn Solid Waste Program or familiarity with TERF/Solid Waste Program.

### **Equipment Operator II**

6. High School diploma or equivalency preferred.
7. Must have 1 or more years driving with a Class A or B CDL with no restrictions and meet Tribal Insurance requirements.
8. Must have 2 or more years' experience driving and working in adverse weather conditions.
9. Welding experience preferred.
10. Familiarity with glass crusher.
11. Willingness to obtain certificates pertaining to the solid waste industry.

### **Both positions require:**

12. Must have experience performing routine preventative maintenance on vehicles and equipment including but not limited to oil and filter changes, greasing equipment, and checking fluids.
13. Must be able to complete activity reports and keep records of preventative maintenance on all vehicles on the job site.
14. Must be able to work with minimal amount of supervision.
15. Must have ONE (1) or more years' experience in the operation of forklift and backhoe.
16. Must learn process and procedures for separating recyclable materials out of the waste stream.
17. Knowledge of operation of scales.

### PHYSICAL DEMANDS:

1. Ability to lift 100 pounds regularly.
2. Ability to sit and walk around for long periods of time.
3. Ability to move, push and pull 3-yard garbage cans with no assistance.
4. Ability to chain up trucks with no assistance.

5. Some weekends may be required to meet the needs of the department.

Pursuant to Tribal Worker's Benefit Code, Section 4.02.A. "All workers shall disclose any pre-existing physical or mental disorder and/or disability that could potentially affect or impair the worker's ability to perform in a reasonable and safe manner the activities involved in the position in which they work. Disclosure shall be made in the employment application or interview before commencing employment or before commencing new job duties after job reclassification, reassignment, promotion, demotion, or other change in job duties. The content of such disclosure shall be made promptly by the covered worker after submitting a claim for benefits under this Code."

#### SELECTION PROCESS:

Tribal Personnel Policies Manual, Section 3.01: Employment Preferences

The Tribe's employment preferences shall be as follows:

1. Indian Preference. It shall be the policy of the Tribe to provide preference in hiring opportunities within the Tribal government to CTUIR members and to other Indians enrolled in federally recognized tribes. This CTUIR member and Indian preference shall be applicable in all employee hiring, promotion, and transfer decisions.
2. Veteran's Preference. It shall be the policy of the Tribe to provide preference in hiring opportunities to veterans honorably discharged from the United States Armed Forces.
3. The employment preferences set forth in this section shall apply to all Tribal programs regardless of the program's funding source, and shall apply to all classes of positions referenced in Section 3.05.
4. Except for the employment preferences authorized under this section, it shall be the policy of the Tribe that no employee or job applicant shall be discriminated against in pursuit of employment or career growth due to race, color, religion, gender, sexual orientation, age or national origin.

All CTUIR Tribal positions are competitive. All employment applications and supportive employment material will be evaluated based on the relevance of the applicant's qualifications and experience as it applies to this position. Applicant's who demonstrate that they meet the minimum qualifications and experience most relevant to this position will be considered qualified to compete for this position and be eligible for an interview.

#### DRUG FREE WORKPLACE:

The Confederated Tribes of the Umatilla Indian Reservation has a "Drug Free Workplace Policy" and will conduct Pre-Employment Drug Testing. A pre-employment drug test is required before any employment offer is to be made. All tribal employees classified as safety sensitive are subject to random Alcohol and Drug testing pursuant to the Tribal Personnel Policies Manual.

#### APPLICATION DEADLINE:

Complete Tribal employment applications will be accepted until at 4:00 P.M., on the posted closing date as found on Page 1 of this announcement, or postmarked by that date. **ONLY THOSE TRIBAL EMPLOYMENT APPLICATION PACKETS WHICH ARE COMPLETE, WITH ALL ADDITIONAL REQUIRED INFORMATION, AS FOUND IN THE "REQUIRED EMPLOYMENT APPLICATION PACKET MATERIAL" BELOW WILL BE CONSIDERED.** Employment application packets received after the application deadline will not be considered.



**It is the responsibility of the applicant to provide sufficient evidence to show they fully meet the qualification requirements.**

**REQUIRED EMPLOYMENT APPLICATION PACKET MATERIAL:**

1. Completed Tribal Employment application.
2. Cover letter explaining your qualifications and experience relevant to the functions of this position.
3. Personal resume identifying your qualifications and experiences relevant to the functions of this position.
4. Completed CTUIR's Supplemental Application Form if applicable.
5. High School Diploma/GED or copy of official college transcripts (if applicable).
6. Copy of CDL with current DOT medical examiners certificate.
7. Tribal and Indian preference: Must provide copy of Tribal Enrollment Card, Certificate of Indian Blood or such with Federally Recognized Tribe.
8. Veteran's preference: Must provide proof of honorable service and discharge or completed Form DD214.

**APPLICANT RESPONSIBILITY**

It is the absolute responsibility of the applicant to provide sufficient evidence to show they fully meet the minimum qualification requirements. Applicants failing to meet the minimum qualifications are not granted interviews. If it is questionable as to whether an applicant meets the minimum qualifications, an interview may be granted solely to make that determination.

**OBTAIN AND SUBMIT APPLICATION TO:**

Confederated Tribes of the Umatilla Indian Reservation  
Office of Human Resources  
Staffing and Onboarding  
46411 Timine Way  
Pendleton, OR. 97801  
Phone: (541) 276-3570 or Fax: (541)276-9060

**To be considered, application package must be post marked by the closing date.**



Approved: Patricia Farrow, Sr. Staffing & Recruitment Specialist

02/25/2025

Date

**Applicant Review and Acknowledgement**

I have read the foregoing position description and understand the requirements of the position for which I am applying. I further certify that I fully meet the minimum qualifications for the position as advertised. *(Original signature must be placed on file in the employee's personnel file when/if hired for this position.)*

Applicant Signature

Date