



COLORADO RIVER INDIAN TRIBES

Human Resources

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Parker, Arizona 85344

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VACANCY ANNOUNCEMENT

April 5, 2019

#79-19

Department: CRIT Police Department
Position: Deputy Chief of Police (Exempt)
Salary: \$31.62 per hour

Job Summary:

In the absence of the Chief of Police, the incumbent serves as the Acting Chief Administrator for the overall operation of the Tribal Law Enforcement Services program that includes: Administration, Patrol, Criminal Investigations, Air Support, Corrections, Security and Communications.

Note: The Deputy Chief of police is a political appointment and will be required to serve a one-year probationary period. As the Deputy Chief of Police, he or she will be subject to call-out and will be required to reside within the exterior boundaries of the Colorado River Indian Reservation. The Deputy Chief of Police answers directly to the Chief of Police of the Colorado River Indian Tribes – Law Enforcement Services.

Duties & Functions:

1. The incumbent is primarily responsible for supervisory personnel management responsibilities over the Corrections and Communications programs and its department's employees in carrying out the duties and functions of Corrections and Communications, and delegates supervisory authority to subordinate supervisors to ensure that the Correction and Communications mission requirements are met.
2. The incumbent oversees the Correction and Communications program budgets and monitors expenditures; prepares justifications for purchases; and develops long range operational plans.
3. Also monitors, reviews and justifies the need for grant funds to help the programs accomplish mission requirements.
4. Plans, develops and implements mission objectives in accordance with contract and Tribal policies and procedures.
5. Makes changes in established plans utilizing independent judgment based on modifications in funding, changed mission and tribal goals.
6. Incumbent works within the requirements of the Federal P.L. 93-638 Law Enforcement contract and complies with all reporting requirements and acceptable standards for operations, hiring of personnel and training requirements.



7. Also represents the Tribes in all technical phases of Corrections and Communications with the Federal agencies for contract negotiation.
8. Ensures all final administrative and investigation reports are prepared in a clear, concise, logical and impartial manner for submission to the appropriate administrative office and/or to the appropriate Tribal, State or Federal prosecutor.
9. Follow established Tribal policies and those outlined in the Colorado River Indian Tribes Employee Handbook.
10. Other duties may be assigned at the discretion of the Director or designee to fulfill the Department's needs, objectives and/or goals.

Education & Experience Requirements:

1. At the minimum, the applicant must possess a diploma of graduation from an accredited High School/GED equivalent, successfully completed a combination of education, including current certified training from an accredited State POST Academy or Federal Law Enforcement Academy, and supervisory training and a minimum of five (5) years of supervisory experience at the administrative level that includes Administration, Patrol, Corrections and Communications that clearly demonstrates possession of the supervisory knowledge and abilities for the position. The applicant will also be required to complete Federal certification in Corrections Management, Executive Management and Alternate Technical Officer's Representative (ATOR) for the monitoring of the Tribes' 93-638 contract, within one year of appointment.
2. As the reservation encompasses both the states of Arizona and California, the incumbent will need law enforcement experience in dealing with State enforcement requirements as well as P.L. 280 State requirements for Tribal Law Enforcement.
3. Must possess a current valid driver's license throughout employment. The applicant must have a safe driving record within the (3) year period of appointment and meet the safe driving requirements of the Tribes.

Specialized Experience:

The applicant must demonstrate progressively responsible investigation experience which demonstrates (1) initiative, ingenuity, resourcefulness and judgment required to collect, assemble and develop facts and other pertinent information; (2) ability to think logically and objectively, to analyze and evaluate facts, evidence and related information and arrive at sound conclusions; (3) skill in written and oral reports and presentations of investigative findings in a clear, concise and impartial manner; and (4) tact, discretion and capacity for obtaining the cooperation and confidence of others.

Security, Clearance and Background Requirements:

In accordance with P.L. 101-630, Indian Child Protection and Family Violence Prevention Act of 1990, the applicant must successfully complete a thorough background investigation and successfully complete a drug screening test prior to appointment. The background investigation will include: applicant screening, criminal history check, credit check, work history check, education check, fingerprint check, oral board review and polygraph test. Applicant must pass a medical examination and perform the Physical Efficiency Battery (PEB) test prior to appoint; and successfully perform the PEB test annually as part of the physical requirement.

Physical Requirement:



1. Be able to stand at least eight (8) hours.
2. Must successfully complete a drug screening test prior to appointment.
3. Physically able to perform duties assigned.
4. Occasionally work extended shifts as assigned, some weekends and holiday.
5. Must be available for call back at any given time dependent on the department needs.

Work environment:

1. Must be able to work outside the office, may do out of town travel and may occasionally work extended work hours including weekends.
2. Must be available for Fire department functions (BBQ's, fireworks show, and fair work).

Mental demands:

1. Work under high stress, high work volumes, and time limits.
2. Work under high emotional situations.
3. Work under earlier hours when called out.

Tribal and Indian Preference:

The Colorado River Indian Tribes has implemented a Tribal / CRIT Preference in Employment Policy. Pursuant to this Policy, applicants who possess the knowledge, skills, and abilities required by this position, and who are enrolled members of the Colorado River Indian Tribes will be given primary preference in hiring and employment for this position. Let it be known that Tribal preference is integrated into the interview and scoring process for candidates for job positions.

OTHER:

Confidentiality: All employees must uphold all principles of confidentiality to the fullest extent. This position has access to sensitive information and a breach of these principles will be grounds for immediate termination.

Background Investigation: This position may be subject to a criminal history background check, a suitability background check and/or a Fair Credit Reporting Act (FCRA) check. In addition, some positions are subject to a 101-630 background check in an effort to ensure compliance with Public Law 101-630 "Indian Child Protection and Family Violence Prevention Act." Candidates must be able to successfully pass all required background checks to qualify for this position.

Drug Screening: All applicants must successfully pass a pre-employment drug screening prior to beginning employment and will be subject to random drug testing per the CRIT Employee's Handbook, Substance Abuse Policy.

Disclaimer: The information on this position description has been designed to indicate the general nature and level of work performance by employees in this position. It is not designed to



contain, or be interpreted as, a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position. Employees will be asked to perform other duties as needed.

For Employment Application visit: <http://crit-nsn.gov>

Submit completed application to: **CRIT Human Resource Department**
26600 Mohave Road
Parker, Arizona 85344

APPLY:

COLORADO RIVER PREFERENCE:

Under the Title VII of the Civil Rights Act Sections 701(b) and 703(i) explicitly exempts from coverage the preferential employment of Indian-by-Indian Tribes. Therefore, C.R.I.T. acknowledges and extends preferential treatment to enrolled C.R.I.T. members who qualify toward all employment opportunities otherwise; C.R.I.T. does not discriminate against employees or applicants based on race, color, sex, religion or national origin.

C.R.I.T. Offers

Health and Life Insurance, Paid Holidays, Sick and Annual Leave and Pension Plan. Pre-employment drug screening is required.

