



**JOB ANNOUNCEMENT:**

The Penobscot Nation is seeking applicants for the following position:

**OPENING DATE: 04/02/2024**

**CLOSING DATE: Until Filled**

**Game Warden**

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**JOB STATUS:**

**Game Warden**  
**Career Field: Warden B**  
**Pay Range: \$22.54 - \$30.16 per hr.**  
**Classification: Regular, Full-time**

**LOCATION:**

**Penobscot Nation**  
**NATURAL RESOURCES**  
**27 Wabanaki Way**  
**Indian Island, ME 04468**

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**BRIEF DESCRIPTION OF DUTIES:**

**SEE ATTACHED JOB DESCRIPTION**

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**QUALIFICATIONS REQUIRED:** Must possess a valid Maine Class C Driver's license. Must be at least 21 years of age or 20 years old with at least 60 credits from an accredited college. Applicants must have a high school diploma or G.E.D. A degree in conservation law enforcement preferred. Must successfully complete, or be eligible to complete, the Maine Criminal Justice Academy's Basic Law Enforcement Training Program and Maine Warden Training School. Must meet all other training requirements as specified in the S.O.P. manual. No prior criminal history. Intensive testing will be performed throughout various parts of the hiring process: Candidates must pass an extensive background investigation, pre-employment physical, physical fitness test, polygraph testing, psychological testing, and any other testing required by the Maine Criminal Justice Academy. 19% added to base rate in lieu of overtime, weekends and holidays.

Candidates who have no prior Law Enforcement experience will be required to complete Phase I and Phase II of the Maine Criminal Justice Academy's Law Enforcement Pre-Service Training Program upon hiring.

- Knowledge of wildlife, hunting regulations and practices, fishing regulations and practices, and trapping regulations and practices preferred or ability to learn.
- Outdoor recreation skills preferred, ability to operate or learn to operate all-terrain vehicles, snowmobiles, and watercrafts.
- Knowledge of GPS use and map and compass skills are preferred or the ability to learn these skills.
- Ability to carry and qualify with department issued firearm annually.
- Excellent interpersonal, verbal, and written communications skills required.
- Self-direction, organization, motivation, and attention to detail required.

- Working knowledge of MS Office and ESRI (or similar) products preferred.
- Ability to travel overnight required. Game Wardens must be dependable to answer calls for service after hours on days they have worked.

Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

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-Applications are available at the Human Resources Office located at 27 Wabanaki Way, Indian Island, ME 04468. Applications are available via email request at [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org), or on line at [www.penobscotnation.org](http://www.penobscotnation.org) or call 207-817-7312 to request applications be sent to you.

-Submit completed application on or before closing date to:

Attn: Penobscot Nation Human Resources

mailing: 12 Wabanaki Way, Indian Island, ME 04468

physical location: 27 Wabanaki Way, Indian Island, ME 04468

For further information, call 817-7312 or email at [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org)

## **JOB DESCRIPTION**

**Position Title:** Game Warden

**Department:** Natural Resources

**Reports To:** Warden Supervisor

**Rate of Pay/Category:** \$22.54 - \$30.16 / Warden B

**Status/Term:** Full-time, Regular

### **JOB SUMMARY:**

Responsible for enforcing all applicable fish and wildlife laws, ordinance, and regulations on Penobscot Indian Territory.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

1. Enforce fish, wildlife, recreation laws/ordinances, and to enforce all other laws and ordinances as they apply.
2. Ability to issue warnings, summonses and making arrests when necessary.
3. Availability to take answer and calls for service.
4. Prepares activity and other required reports.
5. Maintains all equipment issued.
6. Investigate hunting, boating, snowmobile, and ATV accidents.
7. Investigate, gather evidence, write reports, and testify in court.
8. Checks camps on P.I.N. lands for vandalism.
9. Follows and obeys all applicable regulations and policies of the S.O.P. manual.
10. Firearm qualification.
11. And any other related duties.

### **KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS:**

Must possess a valid Maine Class C Driver's license. Must be at least 21 years of age or 20 years old with at least 60 credits from an accredited college. Applicants must have a high school diploma or G.E.D. A degree in conservation law enforcement preferred. Must successfully complete, or be eligible to complete, the Maine Criminal Justice Academy's Basic Law Enforcement Training Program and Maine Warden Training School. Must meet all other training requirements as specified in the S.O.P. manual. No prior criminal history. Intensive testing will be performed throughout various parts of the hiring process: Candidates must pass an extensive background investigation, pre-employment physical, physical fitness test, polygraph

testing, psychological testing, and any other testing required by the Maine Criminal Justice Academy.

Candidates who have no prior Law Enforcement experience will be required to complete Phase I and Phase II of the Maine Criminal Justice Academy's Law Enforcement Pre-Service Training Program upon hiring.

- Knowledge of wildlife, hunting regulations and practices, fishing regulations and practices, and trapping regulations and practices preferred or ability to learn.
- Outdoor recreation skills preferred, ability to operate or learn to operate all-terrain vehicles, snowmobiles, and watercrafts.
- Knowledge of GPS use and map and compass skills are preferred or the ability to learn these skills.
- Ability to carry and qualify with department issued firearm annually.
- Excellent interpersonal, verbal, and written communications skills required.
- Self-direction, organization, motivation, and attention to detail required.
- Working knowledge of MS Office and ESRI (or similar) products preferred.
- Ability to travel overnight required. Game Wardens must be dependable to answer calls for service after hours on days they have worked.

Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

#### **PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS:**

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, climb, pull, use hands to finger, handle, or operate objects, controls, or equipment.

The employee must occasionally lift and/or move up to 75 pounds; consistent physical effort requiring good physical condition is required. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Work is performed in both an indoor and outdoor setting; exposure to adverse weather conditions may occur. Flexibility in work schedule is required.

***Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures***

***External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request***