

Office of the Chief and Council

Kirk E. Francis
Chief

Mark Sockbeson
Vice-Chief



**Penobscot Nation
Human Resources**
27 Wabanaki Way
Indian Island, Maine 04468
Phone: (207) 817-7306
Fax: (207) 817-7463

JOB ANNOUNCEMENT

Opening Date: June 17, 2025

Closing Date: Until Filled

Position: Game Warden

Department: Natural Resources

Reports To: Game Warden Supervisor

Pay Range: \$23.77 - \$31.80

Status/Term: Full-time, Non-Standard Work Week

Location: 27 Wabanaki Way. Indian Island, ME 04468

Job Summary:

The Penobscot Nation is seeking a dedicated and professional Game Warden to serve as a steward of the Tribe's natural resources. The Game Warden is responsible for enforcing all applicable fish and wildlife laws, ordinances, and regulations on Penobscot Indian Territory. This position plays a critical role in the protection, conservation, and management of the Tribe's fish and wildlife resources while ensuring the safety and compliance of all individuals engaging in hunting, fishing, and related outdoor activities on tribal lands.

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

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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.

Essential Duties/Responsibilities:

- Enforce fish, wildlife, recreation laws/ordinances, and to enforce all other laws and ordinances as they apply.
- Ability to issue warnings, summonses and making arrests when necessary.
- Availability to take answer and calls for service.
- Prepares activity and other required reports.
- Maintains all equipment issued.
- Investigate hunting, boating, snowmobile, and ATV accidents.
- Investigate, gather evidence, write reports, and testify in court.
- Checks camps on P.I.N. lands for vandalism.

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- Follows and obeys all applicable regulations and policies of the S.O.P. manual.
- Firearm qualification.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.

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.

How to Apply:

- - Applications are available at the Human Resources Office or the Secretary's Office at the Nick Sapiel Building, Indian Island, Maine. Applications can also be downloaded at www.penobscotnation.org.
- - Apply online at <https://www.penobscotnation.org/departments/human-resources/employment-opportunities>.
- - Submit completed applications and résumés along with certifications to Human.Resources@penobscotnation.org.
- - For additional information, call (207) 817-7306 or email Human.Resources@penobscotnation.org.

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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.