



Bois Forte Band of Chippewa

5344 Lakeshore Drive ▪ Nett Lake MN, 55772 ▪ 218-757-3261/1-800-221-8129

FACILITIES MAINTENANCE TECHNICIAN I, II, OR III

Position Description

Opens: September 18, 2023			
Closes: October 02, 2023			
Department:	Maintenance	Reports to (title):	Maintenance Manager
Job Code:	N-6 N-7 N-8 Depending on Qualifications	Job Location:	Bois Forte Tribal Government – Nett Lake, MN
Pay Range:	Min: \$13.48 Mid: \$16.85 Max: \$20.22 Min: \$14.29 Mid: \$17.87 Max: \$21.44 Min: \$15.15 Mid: \$18.94 Max: \$22.72	Supervises:	None
Hours/week:	40	Classification:	Non-Exempt
Type of Position:	Full-Time	Effective Date:	09/15/2023
Indian Child Protection Background:	No	Revised Date:	09/15/2023

PERFORMANCE EXPECTATIONS

In performance of their respective tasks and duties all employees of Bois Forte Band of Chippewa are expected to conform to the following:

- Uphold all principles of confidentiality to the fullest extent.
- Adhere to all professional and ethical behavior standards of the tribal government (may also be referred to as “Band”).
- Interact in an honest, trustworthy, and respectful manner with employees, community, visitors, and vendors.
- Comply with Bois Forte Band of Chippewa policies and procedures.
- Display respect and understanding of Bois Forte Band of Chippewa traditions and values.
- Excellent problem-solving skills as well as the ability to work independently.
- Ability to wear many hats and responsible for ensuring all aspects of an organization’s systems are running smoothly.
- Be reliable with a keen eye for detail.

POSITION PURPOSE

The Facilities Maintenance Technician I, II, or III performs the repair, maintenance, preventative maintenance, renovation, and servicing of all Tribal Government facilities, grounds, and utilizing skills including carpentry, painting, plastering, cabinet making, sign making, sheetrock work, and concrete pouring. The incumbent may perform all types of carpentry and rehabilitation work necessary to remodel common buildings and grounds are in decent, safe and sanitary condition. Is also subject to stand-by call for emergencies. The incumbent may be responsible for overseeing the other Maintenance staff. Incumbent may also install and maintain machinery and equipment, following specifications, manuals, using hand tools, and power tools.

ESSENTIAL DUTIES, FUNCTIONS, & RESPONSIBILITIES

1. Repair and maintain Tribal Government buildings, grounds, and other facilities. Duties may include:
 - Routine painting, plumbing, electrical, and related activities.

Position Description

- Repair window/door screens; weatherization of windows and doors; replacing ceiling tiles; door handle/deadbolt replacement; stripping/waxing floors; carpet cleaning; wash siding and windows.
 - Fabricate and repair counters, benches, partitions, and other wooden structures.
 - Paint structures and repair woodwork with carpenter's tools.
 - Build sheds and other outbuildings.
 - Change light covers, outlet covers and bulbs.
 - Operate equipment to repair driveways, parking lots and assist in new developments.
 - Mow and trim lawns and shrubbery using mowers and/or hand and power trimmers, rake grass and clear debris from grounds.
 - Minor plumbing repair.
 - Repair plaster and lays brick.
 - Maintain, clean, adjust and service furnaces, boilers, air conditioners, and other building heating and cooling systems as required.
 - Remove snow from sidewalks, driveways and parking areas using snowplow, snow blower and snow shovel and spread snow melting chemicals.
 - heavy machinery repair as needed.
2. Service and repair, inspect and trouble shoot maintenance equipment and machinery.
 3. Notify management concerning need for major repairs or additions to building operating systems.
 4. Requisition supplies and equipment used in cleaning and maintenance.
 5. Fill out work orders and complete daily log.
 6. Inventory control.
 7. Perform all assigned tasks according to established safety rules, regulation, practices and promptly report work-related injuries, unsafe conditions, and near-miss incidents to immediate supervisor.
 8. Assist in funeral arrangements, which includes, digging graves, preparing rough boxes and actual burial, if not related.
 9. Stock wood for ceremonial purposes.
 10. Set up, arrange, and/or remove decorations, tables, chairs, ladders, and scaffolding, for events such as banquets and social functions.
 11. Attend all meetings as directed by supervisor.
 12. Other job-related duties as assigned.
 - Install and repair electrical apparatus, such as transformers and wiring, and electrical and electronic components of machinery and equipment.
 - Replaces defective electrical switches and other fixtures; visually inspects and test machinery and equipment, using electrical and electronic test equipment; replace electrical breakers.
 - Clean and lubricate shafts, bearing, gears and other parts of machinery, using rags, brushes, and grease gun.
 - Listen for unusual sounds from machines or equipment to detect malfunction and discuss machine operation variations with supervisors or other maintenance workers to diagnose problem or repair machine.
 - Dismantle defective machines and equipment and install new or repaired parts, following specifications and blueprints, using precision measuring instruments and hand tools.

Position Description

- Assist in restoration or maintenance of transportation equipment, such as automobiles.
- 13. Maintain accountability of assigned vehicles, equipment, tools, and materials.
- 14. Inspect facilities.
- 15. Procure materials as required. Estimate and organize material and to determine manpower needs.
- 16. Document all work performed in a manner suitable for auditing purposes including documenting materials used, time required, problems encountered and mileage.
- 17. May be asked to periodically supervise laborers.
- 18. Knowledge of solar power units and their function.
- 19. Knowledge of Building Automation System (BAS).
- 20. Wear and use the appropriate Personal Protective Equipment (PPE) and the assigned uniform correctly at all times while on duty.
- 21. Knowledge of installation and repair and maintenance of Commercial appliances (to include propane and electrical ranges, water heaters and refrigeration and ice maker but not limited).
- 22. Knowledge of sprinklers and fire pump.
- 23. As an employee of the Bois Forte Reservation, will follow the Bois Forte Procurement Policy and any other applicable procurement requirements when obtaining goods and/or services for the Bois Forte Band of Chippewa.
- 24. Other job-related duties as assigned.

MINIMUM MANDATORY QUALIFICATIONS

Experience:

MAINTENANCE TECHNICIAN I

- Six months related experience.
- Proven ability (by experience) to work under deadline with a sense of urgency.

MAINTENANCE TECHNICIAN II

- One-year related work experience in commercial refrigeration, mechanical maintenance or construction or related field for commercial HVAC/R and building controls.
- Possession of food safe handlers license or willing to obtain within one year.
- Proven ability (by experience) to work under deadline with a sense of urgency.

MAINTENANCE TECHNICIAN III

- Vocational or Technical HVAC/R certification or 2yrs work experience, in commercial refrigeration, mechanical maintenance or construction or related field for commercial HVAC/R and building controls.
- Proven ability (by experience) to work under deadline with a sense of urgency.

Education:

- High school diploma or GED.
- Vocational or technical HVAC/R certification or will substitute total years' work experience in related fields and building controls.
- Possession of food safe handlers license or willing to obtain within one year.
- Aerial lift certification or willing to obtain.
- Forklift operation certificate or willing to obtain within a year.
- Ability to maintain or obtain American Heart Association CPR or equivalent at minimum lay person CPR within a year.
- Ability to obtain and or maintain Portable fire extinguisher certification.

License/Certification:

MAINTENANCE TECHNICIAN I

Position Description

- Must possess a valid driver's license, be insurable under the Band's RTC Automobile Policy, and be eligible to drive under any other motor vehicle use policies applicable to the position.
- Ability to maintain or obtain American Heart Association CPR or equivalent at minimum lay person CPR within a year.
- Forklift operation certificate or willing to obtain within a year.

MAINTENANCE TECHNICIAN II

- Must possess a valid driver's license, be insurable under the Band's RTC Automobile Policy, and be eligible to drive under any other motor vehicle use policies applicable to the position.
- Posses' valid food handler license or willing to obtain within a year.
- Ability to maintain or obtain American Heart Association CPR or equivalent at minimum lay person CPR within a year.
- Forklift operation certificate or willing to obtain within a year.
- Aerial lift certification or willing to obtain.

MAINTENANCE TECHNICIAN III

- Must possess a valid driver's license, be insurable under the Band's RTC Automobile Policy, and be eligible to drive under any other motor vehicle use policies applicable to the position.
- Possession of appropriate level operating engineers license as determined by the psi and horsepower ratings of boiler(s) in assigned Bois Forte Facilities minimum of a Special Boilers License.
- Ability to maintain or obtain American Heart Association CPR or equivalent at minimum lay person CPR within a year.
- Work toward obtaining a class A or B Commercial driver's license (CDL).
- Ability to obtain and or maintain Portable fire extinguisher certification.

Mandatory Knowledge,
Skills, Abilities and
Other Qualifications:

MAINTENANCE TECHNICIAN I

- Proficiency in one, two, or three of the following areas of responsibility.
 - Carpentry
 - Electrical
 - Plumbing
 - Equipment Maintenance/Operator
 - Audio/visual equipment and lighting control
- Ability to read and understand MSDS book.
- Ability to operate equipment and knowledge of the proper and safe operation of motorized equipment. Along with ability to identify.
- Must be willing to travel for necessary training.
- Must be responsible, self-motivated and a team player.
- Ability to maintain effective working relationships with co-workers.
- Demonstrate punctual and reliable attendance in accordance with designated work schedule.
- Willing to work flexible hours.
- Basic operation of a workstation (turning on/off, knowledge of basic functions and components) and general office equipment.
- Ability to perform other duties as assigned.
- A record of satisfactory performance in all prior and current employment as evidenced by positive employment references from previous and current employers.
- Ability to maintain or obtain American Heart Association CPR or equivalent at minimum lay person CPR within a year.

Position Description

- Forklift operation certificate or willing to obtain within a year.

MAINTENANCE TECHNICIAN II

- Proficiency in one, two, or three of the following areas of responsibility.
 - Carpentry
 - Electrical
 - Plumbing
 - Equipment Maintenance/Operator
 - Audio/visual equipment and lighting control
- Knowledge of Building Automation System (BAS).
- Ability to read and understand MSDS book.
- Ability to operate equipment and knowledge of the proper and safe operation of motorized equipment.
- Must be willing to travel for necessary training.
- Must be responsible, self-motivated and a team player. Ability to maintain effective working relationships with co-workers.
- Demonstrate punctual and reliable attendance in accordance with designated work schedule.
- Willing to work flexible hours.
- Basic operation of a workstation (turning on/off, knowledge of basic functions and components) and general office equipment.
- Possess a valid Minnesota's driver's license and insurable under the RTC Auto insurance policy.
- Ability to perform other duties as assigned.
- A record of satisfactory performance in all prior and current employment as evidence by positive employment references from previous and current employers.
- Posses' valid food handler license or willing to obtain within a year.
- Ability to maintain or obtain American Heart Association CPR or equivalent at minimum lay person CPR within a year.
- Forklift operation certificate or willing to obtain within a year.
- Aerial lift certification or willing to obtain.

MAINTENANCE TECHNICIAN III

- Proficiency in six, seven, eight or all of the following areas of responsibility:
 - Building Operations/Boiler License
 - Carpentry
 - Electrical
 - HVAC
 - Plumbing
 - Refrigeration
 - Water/Wastewater
 - Equipment Maintenance/Operator
 - Electronics
- Knowledge of Building Automation System (BAS).
- Ability to read and understand MSDS book.
- Ability to operate equipment and knowledge of the proper and safe operation of motorized equipment.
- Must be willing to travel for necessary training.

Position Description

- Must be responsible, self-motivated and a team player. Ability to maintain effective working relationships with co-workers.
- Demonstrate punctual and reliable attendance in accordance with designated work schedule.
- Willing to work flexible hours.
- Basic operation of a workstation (turning on/off, knowledge of basic functions and components) and general office equipment.
- Possess a valid Minnesota's driver's license and insurable under the RTC Auto insurance policy.
- Ability to perform other duties as assigned.
- A record of satisfactory performance in all prior and current employment as evidenced by positive employment references from previous and current employers.
- Ability to maintain or obtain American Heart Association CPR or equivalent at minimum lay person CPR within a year.
- Work toward obtaining a class A or B Commercial driver's license (CDL).
- Ability to obtain and or maintain Portable fire extinguisher certification.
- Possession of appropriate level operating engineers license as determined by the psi and horsepower ratings of boiler(s) in assigned Bois Forte Facilities minimum of a Special Boilers License.

PREFERRED QUALIFICATIONS

- Total Work experience or certificates can be used.

WORK ENVIRONMENT

- Work environment: The work environment characteristics described here are representative of those an employee encounters while performing the primary functions of this job. The physical environment requires the employee to work both inside and outside in heat/cold, wet/humid, and dry/arid conditions. Limited overnight travel may be required from time to time.
- Physical demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the primary functions of this job. While performing the duties of this job, the employee may be required to frequently stand, walk, sit, bend, twist, talk, hear and perform repetitive motions. There may be prolonged periods of sitting, keyboarding, reading, as well as driving or riding in transport vehicles. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include reading, distance, computer, and color vision. Talking and hearing are essential to communicate with the community, visitors, employees, and vendors.
- Mental demands: There are a number of deadlines associated with this position. The employee must be able to handle frequent interruptions and must also multi-task and interact with a wider variety of people on various and, at times, complicated issues.

TRIBAL AND INDIAN PREFERENCE

The Bois Forte Band of Chippewa has implemented a Tribal and Indian 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 Bois Forte Band of Chippewa Tribe will be given primary preference in hiring and employment for this position. Members of other federally recognized Indian tribes will be given secondary preference for hiring and employment after providing proof of tribal membership. Tribal and Indian preference is integrated into the interview and scoring process for candidates for job positions.

Position Description

OTHER

Confidentiality:	All employees must uphold all principles of confidentiality to the fullest extent. This position may have 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.

PRE-EMPLOYMENT DRUG TESTING APPLIES. INDIAN PREFERENCE WILL APPLY. UPON PRESENTATION OF DD-214 WHICH REFLECTS HONORABLE DISCHARGE, APPLICANTS WILL RECEIVE VETERAN'S PREFERENCE POINTS. Please visit our website at www.boisforte.com to complete an application. Applications are accepted via: Fax, Email, U.S. Mail, and In Person. Submit applications to: Human Resources Specialist or Recruitment and Onboarding Specialist 5344 Lakeshore Drive, Nett Lake, MN 55772, Fax: 218-757-6781, hrgeneralist@boisforte-nsn.gov . Applications received after the closing date will not be accepted.