



Bois Forte Band of Chippewa

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

BACKGROUND INVESTIGATOR

Position Description

Opens: January 21, 2025 Closes: February 03, 2025			
Department:	Human Resources	Reports to (title):	Human Resources Director
Job Code:	N-7	Job Location:	Bois Forte Tribal Government-Nett Lake, MN
Pay Range:	Min: \$14.29 Mid: \$17.87 Max: \$21.44	Supervises:	None
Hours/week:	40	Classification:	Non-Exempt
Type of Position:	Full Time	Effective Date:	10/17/2024
Indian Child Protection Background:	Yes	Revised Date:	10/17/2024
Telecommute:	Yes 20%		

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.

POSITION PURPOSE

Under minimal supervision, accepts, reviews, and process applications and conducts background investigations required under the Indian Child Protection and Family Violence Prevention Policy.

ESSENTIAL DUTIES, FUNCTIONS, & RESPONSIBILITIES

1. Assist applicants in completing forms required for investigations required under the Indian Child Protection and Family Violence Prevention Policy, and reviews forms in detail.
2. Review background forms for completeness.
3. Maintain and compile confidential background data.
4. Write background reports to facilitate employee investigation and adjudication process.
5. Contact former employers and character references to verify employment records and review personal background of applicants.
6. Perform criminal history investigation of applicants in coordination with federal, state, tribal, and local law enforcement agencies.
7. Analyze information gathered by investigation and prepare a report of findings and recommendations to department directors or Executive Director.
8. Maintain background files.
9. Schedule and coordinate administrative support activities.

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10. Ensure timely action by securing and assembling reports or information, as requested, or required by others.
11. Schedule, coordinate, and arrange pre-employment activities for all hiring.
12. Organize and maintain files, records, manuals, policies and procedures, and other documents relating to background investigations.
13. Utilize types of software (spreadsheets, graphics, etc.) to process and produce documents, which may require complex formats in support of the office functions.
14. Transmit and receive various information via electronic mail messages. Ensure proper clearance is obtained and save electronically and/or routes to appropriate employees, supervisors, managers, or directors, as required.
15. Assist Human Resources Director, and Human Resources personnel to meet objectives and obligations of the Human Resources department necessary to maintain and improve the level or quality of service provided by the department.
16. 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.
17. Perform other duties as assigned, specific to the Human Resources department.

MINIMUM MANDATORY QUALIFICATIONS

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| Experience: | <ul style="list-style-type: none">• One year of experience in an office environment. |
| Education: | <ul style="list-style-type: none">• High school diploma or GED equivalent. |
| License/Certification: | <ul style="list-style-type: none">• None. |
| Mandatory Knowledge, Skills, Abilities and Other Qualifications: | <ul style="list-style-type: none">• Knowledge of the Data Privacy Act.• Knowledge and experience in report writing techniques.• Ability to work independently.• Ability to work within and adhere to deadlines.• Excellent communication skills, both verbal and written, are required.• Excellent customer service skills.• Ability to multi-task.• Able to effectively communicate with the public, visitors, and other delegates.• Ability to type 40 wpm with 80% accuracy.• Basic operation of a workstation (turning on/off, knowledge of basic functions and components) and general office equipment.• Knowledge of Microsoft Office Suite (Word, Excel, etc.), internet software and appropriate storage of electronic files.• 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. |

PREFERRED QUALIFICATIONS

- None.

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WORK ENVIRONMENT

- Work environment:** The work environment characteristics described here are representative to those an employee encounters while performing the primary functions of this job. Normal office conditions exist, and the noise level in the work environment can vary from low to moderate. 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.

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 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.