



Bois Forte Band of Chippewa

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

LEAD COOK

Position Description

Opens: March 31, 2026

Closes: April 13, 2026

Department:	Health & Human Services	Reports to (title):	Community Wellness Program Manager
Job Code:	N-5	Job Location:	Bois Forte Tribal Government- Nett Lake, MN
Pay Range:	Min: \$13.47 Mid: \$16.84 Max: \$20.21	Supervises:	None
Hours/week:	40	Classification:	Non-Exempt
Type of Position:	Full- time	Effective Date:	03/16/2026
Indian Child Protection Background:	No	Revised Date:	03/16/2026

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.
- Maintain a current insurable driver’s license.
- Display respect and understanding of Bois Forte Band of Chippewa traditions and values.

POSITION PURPOSE

Prepares nutritious meals for up to 100 community Elders daily. Ensure the kitchen area meets health & safety requirements as mandated by law. Deliver meals.

ESSENTIAL DUTIES, FUNCTIONS, & RESPONSIBILITIES

1. Maintain a safe and clean work environment, adheres to health code and holds kitchen staff accountable to do the same.
2. Assist with menu planning and in preparation of food to be served for the day, according to prescribed diets.
3. Order and stocks new inventory as received; rotates stock, removes dented, damaged, or outdated products.
4. Communicate with management when there are issues.
5. Wash dishes, pots, and pans; washes and sanitizes the dining room tables each morning.
6. Direct, coordinate and delegate responsibilities to kitchen staff to ensure goals and objectives of the kitchen staff are met daily.
7. Plan out meal preparation, ensure all meals are done and ready to be delivered or served at an appropriate time.
8. Responsible for cleaning the kitchen daily according to health code guidelines.
9. Ensure timely and safe delivery of meals to Elders, maintaining proper food temperatures during transport.
10. Prepare and submit program reports as required.
11. Performs other duties as assigned.

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12. 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.

MINIMUM MANDATORY QUALIFICATIONS

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| Experience: | <ul style="list-style-type: none">• 6 months of experience in related field.• 6 months of experience in serving 100 people. |
| Education: | <ul style="list-style-type: none">• High School diploma or equivalent GED. |
| License/Certification: | <ul style="list-style-type: none">• IHS food handling license or ability to obtain within 1 week of hire.• Valid Driver's License and must be insurable under Band's RTC Automobile Policy. |
| Mandatory Knowledge, Skills, Abilities and Other Qualifications: | <ul style="list-style-type: none">• Ability to use food service equipment including knives, pots, pans, and ovens.• Ability to maintain high nutrient meals in a sanitary environment.• Ability to communicate with management, staff, vendors, and customers.• Ability to speak effectively before groups of customers or employees of the organization.• Ability to deal with problems and resolve them efficiently.• Ability to multitask in a fast-paced and hot environment.• Directs activities of one or more workers who assist in preparing and serving meals.• Basic operation of a workstation (turning on/off, knowledge of basic functions and components) and general office equipment use/storage/maintenance of multiple usernames and passwords. Computer-related problem-solving skills with available training and help desk.• Knowledge of Microsoft Office Suite (Word, Excel, etc.), internet software and appropriate storage of electronic files.• Ability to maintain confidentiality and comply with HIPAA regulations.• 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.• Basic math skills.• Positive attitude. |

PREFERRED QUALIFICATIONS

- None.

WORK ENVIRONMENT

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| 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. This position may be exposed to certain health risks that are inherent when working within a kitchen. |
| 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. |

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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 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/employment 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.