



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT **JOB TITLE: ESA Policy Analyst**

OPEN: March 16, 2026

EXEPT: Yes

SALARY: (9/10) \$26.48-\$34.26/hr. DOE

SHIFT: Day

LOCATION: Tribal Administrative Bldg.

DURATION: Regular Full Time

CLOSES: March 31, 2026

JOB CODE:

DIVISION: ESA Division

DEPARTMENT: Natural Resources

SUPERVISOR: ESA Manager

VACANCIES: 1

JOB SUMMARY: This position is to fulfill the need to provide an active policy analyst in ESA division. The ESA Policy Analyst will analyze salmon recovery plans and briefing materials for meetings dealing with the impact of ESA listed species and their habitats. The incumbent will need to be well versed in environmental issues and the bureaucratic barriers affecting the recovery of salmon stocks. The ESA Policy Analyst ensures that Lummi's policy positions are grounded in Tribal principals and beliefs. They will assist ESA Manager in developing well-articulated presentations to deliver an array of complex science and policy information to a wide range of audiences.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned:

1. Provide policy direction in all aspects of ESA issues affecting salmon and Treaty rights
2. Organize and coordinate information required to support Lummi's policy positions
3. Assist ESA Manager with presentations, reports, comments, and letters to represent Lummi Nation's position on ESA issues. To include but not limited to:
 - a. Tribal forums (LNR, LIBC, NWIFC, Co-managers)
 - b. Local forums (WRIA1, Whatcom County Council, Whatcom MRC)
 - c. State forums (Puget Sound Partnership, Department of Fish and Wildlife, Department Natural Resources, Department of Ecology)
 - d. Federal forums (EPA, NOAA, FEMA, PFMC, PST, USDA, Department of Interior, US Army Corps of Engineers)
 - e. And all other forums relevant to Lummi Natural Resources (Non-Government organizations, Multi agency workgroups)
4. Develop an action plan to address Lummi Nation's ESA concerns.

- a. Coordinate with other entities whose goals and actions align with Lummi Nation's positions to recovery and protect ESA listed species.
 - b. Implement action plan with the approval from LNR director and LNR Fish Commission.
5. All sensitive strategies, action plans, or processes that may impact Lummi Treaty rights will require approval from LNR Director and LNR Fish Commission, and LIBC.
 6. Analyze Puget Sound Partnership Action Agenda, Puget Sound Salmon Recovery Plan, WRIA1 chapter of the Salmon Recovery plan, Growth Management Act, Shoreline Management Act, Whatcom Comprehensive Plan, Resource Management Plan, and materials associated with said plans and committees listed above.
 7. Other duties as may be assigned by supervisor.

MINIMUM QUALIFICATIONS:

- Experience with analyzing policies, note taking, and presenting
- Associate of Science degree or Associate of Arts
 - Two years of experience in natural resources or related fields (i.e., fisheries, biologist, fisherman)
 - Or two years of experience in administrative policy or analyzing policies **OR**,
- Bachelor of Science – Native Environmental Science, Environmental Studies, Natural Resources, Fisheries, Environmental Policy, or related fields
- Must possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies

KNOWLEDGE, ABILITIES AND SKILLS:

- Demonstrate ability to communicate effectively with Lummi fishers, policy representatives, and LNR biologists.
- Demonstrate ability to work independently
- Demonstrate ability to follow coordinate and cooperate with LNR staff
- Public speaking, produce PowerPoints, organize and synthesize technical documents, and provide technical summaries
- Comply with policy concerning communication with outside parties
- Always maintain strict confidentiality

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- Position requires Criminal Background Check.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter,

resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.

