



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'

VACANCY ANNOUNCEMENT

TITLE: TERO Commissioner
Tribal Employment Rights Ordinance (TERO)

OPEN: April 20, 2026

EXEMPT: No

SALARY: \$150.00 per meeting

SHIFT: Varies

LOCATION: Tribal Administration

DURATION: Council Appointed

CLOSES: May 04, 2026

JOB CODE:

DIVISION: Policy

DEPARTMENT: TERO

SUPERVISOR: Vice Chairman

VACANCIES: 1

VACANCY SUMMARY: The TERO Commissioner serves in an oversight, policy, and appellate capacity under Title 25 of the Lummi Code of Laws. Commissioners provide strategic guidance, ensure compliance with the TERO Ordinance, and act as the appellate body for matters arising under Chapter 25.09. Operational administration of the TERO Office, including staffing, contracting, fiscal management, and program execution, is vested in the Director pursuant to Title 25.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Commission authority is limited to those powers expressly granted under Title 25 and includes:

1. Serve as the appellate body for matters arising under Chapter 25.09.
2. Review and adopt Commission rules and procedures consistent with Title 25.
3. Conduct hearings and issue decisions in accordance with due process requirements under the Ordinance.
4. Monitor implementation of the TERO Ordinance and provide policy recommendations to LIBC.
5. Recommend cooperative agreements with unions, federal, and state agencies to eliminate discrimination.
6. Recommend numerical hiring goals and compliance measures consistent with Title 25.
7. Ensure the purposes and objectives of the TERO Ordinance are upheld.
8. Make recommendations to LIBC regarding amendments to Title 25 when necessary.
9. Take other oversight actions expressly authorized under the Ordinance.

The Commission does not exercise administrative control over TERO staff, contracts, or budget execution unless expressly provided by formal amendment to Title 25.

QUALIFICATIONS

- Must be an enrolled Lummi Tribal member listed on the official membership roll and a registered voter in Lummi Tribal Elections.
- Must comply with Commission bylaws and Title 25.
- May serve on no more than one additional Commission (maximum two total Commission seats).
- Shall not serve on LIBC.
- Shall not be an employee of the Division overseen.

- Must be in good financial and legal standing with LIBC.
- Shall not be a convicted felon (waivers may be considered by LIBC).

KNOWLEDGE, ABILITIES AND SKILLS

- Knowledge of Title 25 and the purpose of the TERO Ordinance.
- Ability to exercise independent judgment in an appellate capacity.
- Ability to maintain strict confidentiality.
- Ability to distinguish between policy oversight and administrative authority.

REQUIREMENTS

- Must pass pre-employment and random drug and alcohol testing in accordance with LIBC policy.
- Extensive criminal background check required.
- Commissioners are seated upon LIBC appointment by resolution.

All Commissioners shall be seated after LIBC appointment by resolution, at the first following

Commission meeting and shall be participating Commissioners thereafter.

TO APPLY:

For more information contact the HR front desk (360) 312-2023. Submit letter of interest, resume and proof of enrollment to the LIBC Human Resources office no later than 4:30 p. m. on the closing date listed above. This can be dropped off at Human Resources, 2665 Kwina Road, Bellingham, WA 98226, or Faxed to: 360-380-6991 or scanned and e-mailed to libchr@lummi-nsn.gov