



Yurok Tribe

Job Description

JOB TITLE:	Associate General Counsel		
JOB GRADE:	12	REPORTS TO:	General Counsel
STATUS:	Exempt	LOCATION:	Klamath
DEPARTMENT:	Office of Tribal Attorney	DIVISION:	Executive Branch
ALL HIRING IS SUBJECT TO THE YUROK TRIBE'S HIRING PREFERENCE			
SALARY RANGE:	\$79,913.60-\$104,270.40		

POSITION SUMMARY:

Under the general supervision of the General Counsel, the Associate General Counsel will assist the Tribal Council and Tribal Departments in the legal matters related to the business of the Tribe. The Associate General Counsel completes a variety of professional assignments on behalf of the Council and departments as assigned by the General Counsel. Incumbent works closely with paralegals and department staff.

DUTIES AND RESPONSIBILITIES:

1. Perform legal research including extensive analysis of legal positions. Determine and apply legal principles and precedents to problems and issues.
2. Provides legal advice, counsel and assistance to the Tribal Council and departments in relation to their duties and the operation of the Tribe and its programs, projects, and services.
3. Assists Departments and Council in negotiation and drafting of contracts.
4. Assists Human Resources Department in drafting and provides legal opinions concerning personnel policies and procedures.
5. Provides legal advice related to employment issues.
6. Drafts appropriate ordinances and policies that assist in the implementation of the Tribe's self-governance objectives.
7. Represents the Tribe in Tribal Court and Indian Child Welfare cases as needed.
8. Provides opinions on drafts, documents, and policies, and attends meetings concerning regulatory and environmental matters.
9. Reviews and approves contracts entered into by the Tribe.
10. Prepares legal briefs, develops strategy, arguments, and testimony in preparation for presentation of a case.
11. Represents the Tribe and its entities in court and administrative hearings as assigned.
12. Performs other related duties as assigned.

SUPERVISORY RESPONSIBILITIES:

Provides advice, instruction, and guidance to subordinates on work matters. Aids in the developmental and training needs of subordinates. Additional supervisory responsibilities as assigned by the General Counsel.

MINIMUM QUALIFICATIONS:

1. Must have computer knowledge sufficient to do legal research; ability to use the Internet and e-mail correspondence.
2. No convictions for misdemeanor offenses within the last twelve (12) months, no previous felony convictions, or bar ethics violations or on-going ethical violations.
3. No findings of a breach of bar ethics. Candidate must disclose if one has occurred or is pending review.

4. Highly skilled, both orally and in writing.
5. Must have transactional experience i.e., drafting of legal opinions and legislative drafting, etc.
6. Experience in administrative hearings preferred.
7. Natural resource or real estate law experience preferred.
8. Indian law experience and specifically Yurok Tribe experience preferred.
9. Tribal, federal, state, or local governmental experience preferred.
10. Recognition that in order to serve Yurok People one must know as much as possible about Yurok history, culture and values.
11. Valid State issued driver's license and/or the ability to obtain a California driver's license. Must be insurable on the Tribe's insurance policy.

EDUCATION/EXPERIENCE:

1. Grade 12: Graduation from an accredited law school, one year of experience in either tribal, state or federal courts, is a member of good standing of the California Bar.
2. Candidates with equivalent combinations of education, training and experience will be considered.

CONDITIONS OF EMPLOYMENT:

1. All applicants are subject to the Tribe's Drug and Alcohol Policy including pre-employment screening.
2. Valid state issued driver's license and/or the ability to obtain a California or Oregon driver's license. Must be insurable on the Tribe's insurance policy.
3. Must pass a background investigation and fingerprint clearance.
4. This position requires compliance with the Indian Child Protection and Family Violence Prevention Act Public Law 101-630; 25 Code of Federal Regulations Part 63 - Indian child Protection and Family Violence Prevention; Crime Control Act of 1990, Employee Background Checks; and Executive Order 12968, Adjudicative Guidelines.

LANGUAGE SKILLS:

Must have the ability to read, write and comprehend simple instructions, short correspondence, and memos. With ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization. Knowledge of Yurok language is preferred but not required.

REASONING ABILITY:

Apply common sense understanding to carry out instructions furnished in written, oral and/or diagram form. With ability to deal with problems involving several concrete variables in standardized situations.

PHYSICAL DEMANDS:

While performing the duties of this job, the employee is frequently required to walk, stand, use hands and fingers, handle, or feel. Employee will have prolonged periods sitting at a desk and working on a computer. The employee must occasionally lift and/or move up to 50 pounds.

VISION REQUIREMENTS:

1. Close vision (clear vision at 20 inches or less).
2. Color vision (ability to identify and distinguish colors).
3. Depth perception (three-dimensional vision, ability to judge distances and spatial relationships).
4. Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus).

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I, _____, (print name), acknowledge receiving a copy of this job description and understand the requirements. I also understand that, as an employee, I am expected to perform my assigned duties, to read and abide by all Yurok Tribal laws, policies and procedures, vehicle usage, procurement, and any additional guidelines set forth by the Yurok Tribe. I understand that any violations of all established policies and procedures may lead to disciplinary measures, up to and including termination. I understand that the Yurok Tribe is committed to the philosophy that employment relationships are both personal and voluntary. Accordingly, employment at the Yurok Tribe has no specific duration, and either the employee or the Yurok Tribe can terminate the employment relationship for any reason or no reason. This “at will” relationship exists between the Tribe and all employees.

Employee Signature

Date

Employee #

Supervisor Signature

Date

