

**MAKAH TRIBE  
POSITION DESCRIPTION**

**JOB TITLE: Animal Control Officer**

---

**EXEMPT:** No

**TARGET SALARY:** \$13.97 to \$16.43/DOQ

**PROGRAM:** Public Safety

**REPORTS TO:** Chief of Police

**JOB CODE:** 4-TS T5

**SHIFT:** Full-Time Flex

**LOCATION:**

---

**SUMMARY:** This position conducts a full range of animal care and control services and functions in accordance with Tribal Laws and Ordinances by performing the following duties.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Because of the Tribe's commitment to community service and the well-being of its members, each employee may be expected to perform a wide range of office and field duties from time to time. Such duties may or may not be related to their regular responsibilities.

Apprehend, control and transport to confinement, loose, unlicensed, injured, abandoned or dangerous animals i.e., domestic animals, wild animals and livestock.

Receives and responds to animal control instructions and investigates complaints of animals roaming, nuisances, cruelty, dog bites, and/or other violations of animal control laws and ordinances.

Issues written citation against animal owners, in regard to nuisance animals, cruelty to animals, and dangerous animals; prepares necessary paperwork for court hearings involving written citations given. Attends court hearings and testifies in reference to citations and charges.

Prepares and maintains records and statistics; creates records of investigation and gather evidence and information for use in court.

Investigate reports of animal cruelty and vicious animals roaming, nuisances, cruelty, dog bites, and/or other violations of animal control laws and ordinances.

Patrols areas of the reservation on an assigned shift for strays and unlicensed animals and to identify other animal-related violations.

Operate small arms, tranquilizing equipment and other devices (e.g., snare poles, live traps, etc.) to control, impound, or euthanize animals when necessary.

Monitor the licensing, registration and tagging of all dogs and cats harbored or maintained within the reservation boundaries.

Coordinate service activities for licensing and inoculation of animals with appropriate health staff.

Work in coordination with the Tribal Health programs to ensure safety and welfare of the general public is administered according to the health code.

**QUALIFICATIONS** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE**

High school diploma or general education degree (GED)

**LANGUAGE SKILLS**

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

**MATHEMATICAL SKILLS**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

**REASONING ABILITY**

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

**CERTIFICATES, LICENSES, REGISTRATIONS**

This position is classified as sensitive Tribal position; therefore, applicant must authorize a background investigation in order to be considered for an interview.

Must have completed the Washington State Animal Control Academy or the ability to within twelve months from the date of hire.

Must be 21 years of age by the date of hire.

Must have a complete physical by the date of hire.

Must not have any prior felonies, gross misdemeanors, or Domestic Violence convictions.

Must have a current First Aid/CPR certification or ability to obtain within 90 days of employment.

## **OTHER QUALIFICATIONS**

### **OTHER SKILLS AND ABILITIES**

Must have knowledge of the Makah Tribal Policies and Procedures, and code of ethics.

Must have certificate of formal training in the chemical immobilization of animals or ability to within three months from the date of hire.

Must have knowledge of handling and care of animals.

Must have skill in use of equipment i.e., truck, 2-way radio, catch poles and leashes, etc.

Ability to deal with the stress involved in the humane destruction of animals.

Must have knowledge of investigative principles, methods and techniques, and case management principles for the purpose of preserving evidence and establishing documentation and an audit trail for legal purposes.

Must have knowledge of record keeping, report preparation, filing methods, and records management techniques.

Must have knowledge of geography and streets within the reservation or ability to acquire this knowledge rapidly.

Ability to organize work, establish priorities, meet established deadlines, and follow-up on assignments with a minimum supervision.

Must be self motivated, and have the ability to work under stress, effectively prioritize, make sound decisions, and solve problems.

Ability to work rotating shifts, nights, weekends, and holidays. Ability to work overtime as required.

Ability to maintain a harmonious working relationship with team members,

Ability to deal effectively with persons who may be upset, confused, and/or angry.

Ability to communicate clearly, both verbally and in writing.

Must submit to and clear a pre-employment alcohol and drug test and random testing, in accordance with the Drug and Alcohol-Free Workplace Act of 2002.

### **PHYSICAL DEMANDS**

While performing the duties of this job, the employee is occasionally required to stand, walk, and sit. The employee must occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Must be in excellent physical condition and capable of sustained, strenuous physical exertion. Regular participation in training that requires physical confrontations.

### **WORK ENVIRONMENT**

While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions and outside weather conditions. The noise level in the work environment is usually moderate.

### **ACKNOWLEDGEMENT**

This position description is intended to provide an overview of the requirements of the position. It is not necessarily inclusive and the position may require other essential and/or non-essential functions, tasks, duties, or responsibilities not listed herein. Management reserves the sole right to add, modify, or exclude any essential or non-essential requirement at any time with or without notice. Nothing in this position description, or by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.

### **APPLICATION PROCESS:**

Submit a Tribal Application for this position with supporting documentation to:

Makah Tribal Council  
Personnel Office  
P.O. Box 115, Bldg 150 Rm #7  
Neah Bay, WA 98357  
Fax: (360) 645-3123  
E-mail: Katherine.thompson@makah.com

**OPEN: October 6, 2021**  
**CLOSE: October 19, 2021**

### **IT IS THE RESPONSIBILITY OF THE APPLICANT TO PROVIDE SUFFICIENT INFORMATION TO PROVE QUALIFICATIONS FOR TRIBAL POSITIONS.**

**PLEASE NOTE:** If requirements are not met, i.e., submission of a resume in lieu of a Tribal application, or not including required certification, your application will not be reviewed and will be disqualified.

The Makah Tribal Council is an Equal Opportunity Employer and actively encourages applications from all persons regardless of race, color, religion, sex, age, national origin, marital status or ancestry, sexual orientation or sensory,

mental, physical, or other non-disqualifying disability. Indian Preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, Sections 472 and 473.