

PUEBLO OF LAGUNA
JOB ANNOUNCEMENT NO. 2026 - 01

OPEN TO IN-HOUSE & EXTERNAL APPLICANTS

POSITION: Director
OPENING DATE: January 6, 2026
CLOSING DATE: January 14, 2026
DEPARTMENT: Environmental and Natural Resources Department
SALARY RANGE: EX-17; \$82,018 - \$102,523

Position Summary:

Under general direction of the Chief of Operations, the ENRD Director leads programs to ensure sustainable land/water use, managing staff, budgets and policy, focusing on conservation, compliance, stakeholder engagement, and balancing resource needs with environmental protection, often involving fieldwork, reporting, and regulatory oversight. Performs a variety of complex management and administrative functions to manage, protect, preserve and enhance Tribal natural resources. Consistently applies the Pueblo's Core Values in support of Workforce Excellence. Maintains confidentiality of privileged information.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Essential Duties & Responsibilities:

- Plans, directs and oversees activities for the following programs: Environmental, Natural Resources, Rangeland Management and Realty.
- Develops and implements a strategic plan for the Department and is accountable for maintaining and / or expanding capacity to deliver effective and efficient departmental services to the Pueblo of Laguna.
- Develops, establishes and implements department goals and objectives based on the Pueblo's priorities, essential governmental services provided to the community and available resources.
- Directs and manages all aspects of department's goals and objectives and is responsible for desired outcomes.
- Accountable for achieving departmental financial objectives by ensuring development and management of the department's annual budgets in accordance with policies, regulations, and directives. Monitors expenditures to remain within established budget limitations.
- Carries out supervisory responsibilities in accordance with policies to include recruiting, selecting and orienting new staff, employee relations and labor issues by developing, celebrating, coaching, counseling, training, evaluating and disciplining department employees and obtains feedback from employees for continual department improvement.
- Ensures departmental effectiveness by identifying short-term and long-range issues and implements directives to sustain effective operations.
- Secures and manages department grants, contracts and proposals for continuation and expansion of departmental services.
- Effectively communicates organizational values, strategies, activities and objectives to all department employees through Director's meetings, Department Manager meetings and Program Staff meetings.
- Delegates tasks to appropriate department employees to ensure department goals are met and promotes responsibility and accountability throughout the department.
- Represents the department and the Pueblo through effective communication and relationship building initiatives to internal and external entities such as other governmental and nongovernmental agencies, organizations, Tribes/Nations, staff and the general public in all matters regarding departmental operations.
- Holds self and staff accountable for meeting the expectations of their positions in accordance with the Pueblo of Laguna Personnel Policy Manual.
- Provides departmental information to internal and external entities by via written and / or verbal presentations and reports.
- Provides technical assistance to agencies conducting related environmental studies in or around Pueblo land/boundaries.
- Develops and maintains records and documents related to program activities.
- Establishes and implements department and program evaluation tools and assessments.

- Ensures continuous monitoring and management of evaluation tools and assessments and ensures they are in line with goals and objectives; accountable for outcomes.
- Assesses department's operating needs to formulate, develop or change, and implement codes, laws, regulations policies and procedures.
- Ensures compliance with Pueblo, federal, state or local regulations, law, ordinances or other requirements within the department.
- Ensures community outreach, public information initiatives and education programs regarding all applicable aspects of the department operations and implements customer / client feedback mechanisms to evaluate departmental service to the community.
- Serves as an active member on committees and boards as selected or appointed.
- As a member of the management team, contributes to the organization's effectiveness, by offering pertinent information, insight and opinion on issues that have impact on the department and the Pueblo's operations.
- Assists the Pueblo's Emergency Management Program in its response to public emergency incidents.
- Maintains professional and technical knowledge by conducting research, attending seminars, educational workshops, classes and conferences; reviewing professional publications, establishing networks, participating in professional societies; conferring with representatives of contracting agencies and related organizations.
- Performs other duties as required.

Minimum Qualifications:

- Bachelor's Degree in Environmental Sciences, Natural Resources, Biological Sciences, Ecology or related field required.
- Ten (10) years progressive work experience including three (3) years' experience supervising upper-level managers / supervisors.
- Master's degree preferred.
- FEMA/ICS 300 & 400 Certifications (and prerequisites) preferred; must obtain within one (1) year of hire.
- Fluency in the Laguna language preferred.

Background Investigation Requirements:

The Pueblo of Laguna has a Suitability Policy for background investigation processes. Every position in the government operation is reviewed and designated at one of three risk levels. The determination is commensurate with public trust responsibilities and attributes of the position which includes job duties. The Environmental and Natural Resources Director is designated at a High-Risk Public Trust (HRPT).

Type of Background Check	Required
Pre-Employment Drug Screening	X
Background Investigation (Criminal Check, Sex Offender Check, Social Security Trace, Driving Record, Civil Court Check – if applicable, Tribal Criminal Check – if applicable)	X
Employment Verification, Education / License Verification, Personal Reference Verification	X
Fingerprint Verification	X
Must Be Able to Drive a Pueblo Issued Vehicle	X
Other: Credit Check	X

Knowledge, Skills and Abilities:

- Knowledge of the Pueblo of Laguna's government structure, business environment, customs and traditions, and concepts applicable to departmental operations.
- Knowledge of applicable Pueblo of Laguna, federal, state, county and local laws, regulations, ordinances, and legislation.
- Knowledge of ecological principles, conservation and environmental science.
- Knowledge of business English, proper spelling, grammar, and punctuation, and basic arithmetic.

- Knowledge of FEMA policies, regulations and processes regarding emergency incident response and management.
- Ability to communicate effectively in the English language, and preferably in the Laguna language, both verbally and in writing.
- Ability to interpret applicable Pueblo of Laguna, federal, state, county and local laws, regulations, requirements, ordinances, and legislation.
- Ability to maintain confidentiality.
- Ability to analyze situations, take appropriate courses of action, make solid decisions and exercise independent judgment.
- Ability to establish and maintain professional relationships with coworkers at all levels.
- Ability to work independently and meet strict time lines.
- Ability to be on call 24 hours a day / 7 days a week.
- Ability to be persuasive and tactful in controversial situations.
- Ability to create and present effective speeches, presentations and facilitate meetings.
- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to demonstrate a high level of sensitivity to community issues and concerns.
- Skill in intermediate word processing, spreadsheet development, presentation building and electronic communications in a Windows environment.
- Skill in analyzing problems, projecting consequences, identifying solutions, and implementing directives.
- Skill in preparation, implementation and directing project time lines and staffing plans.
- Skill in preparing, analyzing and administering budgets, financial documents, and operational reports.
- Skill in conflict resolution, providing leadership to, supervising, training, and evaluating assigned staff.

Physical Demands:

While performing the duties of this job, the employee regularly is required to sit; use hands and fingers to handle or feel; and talk or hear. The employee frequently is required to stand; walk; and reach with hands and arms. The employee occasionally is required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell. The employee must occasionally lift and/or move up to 25 pounds.

Work Environment:

Work is regularly performed in an office setting with a moderate noise level. Occasions may arise requiring work outdoors where exposure to natural weather conditions and various dusts and mists may occur. Evening and/or weekend work will be required. 24 hour a day / 7 day a week on call status is required. Travel is required for training, meetings, conferences, presentations, and other events.

Application Instructions:

- Go to www.lagunapueblo-nsn.gov and click on Employment Opportunities for application instructions and application form. **Read instructions prior to completing application form; incomplete applications will not be considered.** Resumes are encouraged but not in lieu of a complete application form.
- All hand delivered documents must be received by the Human Resources Office no later than 4:30 pm (MDT) on the closing date. All electronically mailed documents must be received by the Human Resources Office no later than 11:59pm (MDT) on the closing date.
- Application packets may be submitted by one of the following methods:
 1. E-mail to polemployment@pol-nsn.gov;
 2. Mail to Pueblo of Laguna Human Resources; P.O. Box 194; Laguna, NM 87026
 3. Deliver to the Human Resources Office, 23 Rio San Jose Rd; Laguna, NM 87026
 4. Fax to (505) 552-9675
- For more information, contact HR at (505) 552-5252 or by e-mail at the above address.

LAGUNA TRIBAL MEMBER PREFERENCE APPLIES