



***Pride Of The Ojibwa***

LCO CONSERVATION DEPARTMENT  
13394 W Trepania Road Building 1  
Hayward • Wisconsin • 54843  
PHONE (715) 634-0102 • FAX (715) 634-0107

**LCO Conservation Warden**

**SALARY:** \$28.00/Hour  
**LOCATION:** LCO Conservation  
**SUPERVISION:** Chief Conservation Warden  
**DEPARTMENT:** Division of Land Management (DOLM)  
**ADMINISTRATION:** Tribal Governing Board Personnel Policies and Procedures

**JOB DESCRIPTION:**

The primary duty of the LCO Conservation Warden position is to enforce the Lac Courte Oreilles Tribal Conservation Codes on waters and lands within the exterior boundaries of the Lac Courte Oreilles Reservation.

**DUTIES AND RESPONSIBILITIES:**

- Candidate must be a duly sworn officer.
- Reports to his/her Supervisor daily and complete duties listed below and other duties as assigned by his/her immediate supervisor. The Chief shall assume field command in the absence of the Director of Conservation.
- Monitor's fishing and hunting activities by tribal members, including the preparation of catch reports and tagging of fish and wildlife.
- Issue required permits for fishing and hunting activities.
- Issue citations to violators of tribal fishing and hunting regulations, and if warranted, the seizure of equipment and catch.
- Testifies in court concerning issued citations.
- Patrols, maintains daily logs and records, vehicle reports, monthly reports, and attends meetings as assigned.
- Act as a Conservation Department liaison with the public, private agencies and other law enforcement departments.
- Engage in expanded authority when responding to an emergency that poses a significant threat of bodily harm; when responding to a situation believed, on a reasonable ground, to constitute a felony; or when rendering aid or assistance to a



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peace officer in an emergency or at the request of the peace officer.

- Develop goals and performance objectives.
- Conduct public education, awareness, demonstrations at community functions, career day etc.
- Check and maintain tribal campsites during camping period.
- Enforce the LCO Animal Control Ordinance, patrol for any violations, investigate any mistreatment, or control of abandoned, dangerous or unattended or abused animals from undesirable conditions.
- Investigates reports of animal attacks or animal cruelty, issuing citations and preparing reports for court.

**QUALIFICATIONS:**

- Be Wisconsin Law Enforcement certifiable or will have successfully completed an approved basic police academy before start date; have a high school diploma/GED; possess an Associate's Degree OR 60 college credits completed toward a college degree.
- Previous experience is helpful. Ability to operate a water vessel. MUST possess a Wisconsin Boaters Safety Certificate if born after 1/1/1989 prior to being hired.
- Must possess a valid driver's license and be insurable under Lac Courte Oreilles's insurance policy.
- Be at least 21 years of age upon appointment.
- Must have no felony convictions.
- Demonstrate comprehension of enforcement procedures and practices including: fact finding, investigation, rules of evidence, arrest procedures, search and seizure, court procedures, observation and retention, legal and illegal traps, firearms, fishing tackle, and hunting, fishing, and trapping methods.
- Demonstrate skill in understanding oral and written instructions as well as skill in report writing and other written or oral communications.
- Must be able to perform physical, mental, and sometimes strenuous duties conducted at odd times and locations.
- Successfully complete a drug screen, psychological assessment, medical exam, vision and hearing test, and background investigation prior to selection.
- Be of good moral character, as determined from the results of a background investigation.



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- Be free of any physical, emotional, or mental condition which might adversely affect law enforcement performance.
- Must be willing to live on or near area and/or be willing to relocate to assigned area within 60 days of employment.
- Experience as a law enforcement or conservation enforcement warden is highly desired, but not mandatory.
- A well-qualified candidate will have a degree in a related field of law enforcement and or natural resources and will have natural resources life experience and knowledge.
- Applicants should possess good organizational skills and have the ability to work independently while exercising sound judgment and have the ability to communicate effectively with co-workers and the public.
- **NOTE:** This position has been classified as 50 tax-exempt for qualified individuals under Internal Revenue Code §7873 - Tax Exemption for Income Derived from Treaty Fishing Rights-Related Activities.

**Application Procedure:**

Submit a completed LCO Employment Application and Authorization to Release Information, resume, at least three (3) personal reference letters, and any other supportive documents. A resume should be typewritten, indicating personal information related to the position for which the applicant is applying for and should include education, experience, professional and/or community involvement. **Tribal Member applicants must provide a signed official document from a federally recognized Tribe acknowledging enrollment.**

**MAIL, FAX OR EMAIL ALL INFORMATION TO:**

Lac Courte Oreilles Tribal Government  
ATTN: Human Resource Department  
13394 W Trepania Road  
Hayward, WI 54843  
Fax (715) 634-4797  
HR Fax (715) 699-1209 [doreen.debrot@lco-nsn.gov](mailto:doreen.debrot@lco-nsn.gov)  
[caroline.yellowthunder@lco-nsn.gov](mailto:caroline.yellowthunder@lco-nsn.gov)

***Tribal Preference will apply to qualified applicants in accordance with the  
Lac Courte Oreilles Policies & Procedures Manual.***

