
Karuk Community Health Clinic
64236 Second Avenue
Post Office Box 316
Happy Camp, CA 96039
Phone: (530) 493-5257
Fax: (530) 493-5270



Karuk Dental Clinic
64236 Second Avenue
Post Office Box 1016
Happy Camp, CA 96039
Phone: (530) 493-2201
Fax: (530) 493-5364

Administrative Office
Phone: (530) 493-1600 • Fax: (530) 493-5322
64236 Second Avenue • Post Office Box 1016 • Happy Camp, CA 96039

Vacancy Announcement

Title:	Roads Maintenance Worker I
Reports To:	Roads Maintenance Supervisor
Location:	Orleans, Ca
Assigned Work Location:	Based in Orleans with travel to Happy Camp and Yreka, CA
Salary:	\$20.00 - \$25.00 per hour/ DOE
Classification:	Full Time, Regular, Non-Exempt, Entry Level
Summary:	Responsible for assisting in the maintenance of all Karuk Tribal roads and associated facilities. The Roads Maintenance Worker must have working knowledge of road construction and maintenance techniques, as well as industry machinery and tools.

Application Deadline: October 12, 2026 by 5:00pm

Applications are available at all Tribal Offices or on the Internet at www.karuk.us. The Karuk Tribe's TERO Preference and Drug and Alcohol Policy apply. If selected, applicants must Successfully pass a drug screening and be willing to submit to a criminal background check.

Job Descriptions are available online at: www.karuk.us or by contacting the Human Resources Department at: Telephone: (530) 493-1600 ext. 2043/7034, Fax: (855) 437-7888, or Email at humanresources@karuk.us

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POSITION DESCRIPTION

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Classification: Full Time, Regular, Non-Exempt, Entry Level

Summary: Responsible for assisting in the maintenance of all Karuk Tribal roads and associated facilities. The Roads Maintenance Worker must have working knowledge of road construction and maintenance techniques, as well as industry machinery and tools.

Responsibilities:

1. Road Maintenance Worker I must ensure knowledge of the Karuk Tribal Roads Program, it's governing regulations and knowledge of the Federal Highway Administration and Tribal Transport Program.
2. Maintains a clean, secure, and safe work site and upholds a good working environment and communications with supervisor, coworkers, other staff, and the general public.
3. Ensures the safe use, maintenance, and operation of all program tools, vehicles and equipment. Reports any violations, concerns, damage, theft or in a timely manner.
4. Assists with routine inventory tracking and monitoring.
5. Understands and implements basic project needs and goals including ensuring culturally significant areas are maintained and preserved according to Tribal and/or Cultural standards.
6. Occasionally performs cultural monitoring duties for projects where digging of previously undisturbed soil is necessary.
7. Must be reliable, on time, and maintain daily logs as required.
8. Ensures compliance with all Tribal, Federal, State and local laws and policies.
9. Adheres to Tribe's and Program's confidentiality and personnel policies.
10. Be available for local and out of the area travel as required for job related training and various activities.
11. Attends all required meetings, trainings and functions.
12. Be polite and maintain a priority system in accepting other job-related duties, as assigned.

Qualifications:

1. Knowledge and prior work in transportation or road safety highly desired; skilled in road construction and/or maintenance techniques.
2. Working knowledge of industry machinery and tools.
3. Current Commercial Driver's License preferred but not required.
4. Demonstrated ability to work effectively with Native American youth and family members in culturally diverse environments.
5. Displays the ability to establish and maintain harmonious working relationships with other employees and the public.
6. Demonstrates the ability to manage time well and work under stressful conditions with an even temperament.
7. Demonstrated ability to understand and follow oral and written instructions.

Requirements:

1. Must have a current flagger certification for maintenance and construction zones or have the ability to obtain certification.
2. Must have a certification or special training as a Tribal Cultural Monitor.
3. Must have experience using equipment such as backhoe, street sweeper, skip-loader, Craftco equipment.
4. Must be familiar with Karuk Tribal Roads Program regulations, per the Federal Highway Administration (FHWA and Tribal Transportation Program (TTP).
5. Must be in good physical condition; able to occasionally climb steep slopes and often lift items weighing up to 90 pounds frequently, without restriction.
6. Must adhere to the Karuk Tribe Personnel Policy Manual.
7. Must exercise confidentiality and follow the proper chain of command as per tribal policy.
8. Must be able to travel and work throughout the Tribe's service areas.
9. Must be available to attend periodic trainings which may require overnight travel.
10. Must be a self-starter, well organized, and willing to learn new skills.
11. Must possess valid driver's license, good driving record, and be insurable by the Tribe's insurance carrier.
12. Must successfully pass a pre-employment drug screening test.
13. Must adhere to required pre-employment background check, crim check and FBI fingerprints. Additionally, (IF applicable): Investigation of character as required by the Indian Child Protection and Family Violence Act (ICPFVP). The minimum standards require an investigation that shall include: a check of fingerprint files of the Federal Bureau of Investigation (FBI) and to appropriate local law enforcement agencies. The applicant must not have been found guilty of, or entered a plea of no contest or guilty plea to any felonious offenses or two or more misdemeanor offenses under Federal, State, or Tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; crimes against persons; an offense committed against children.

Tribal Preference Policy: In accordance with the TERO Ordinance 93-0-01, Tribal Preference will be observed in hiring.

Veteran's Preference: It shall be the policy of the Karuk Tribe to provide preference in hiring to qualified applicants claiming Veteran's Preference who have been discharged from the United States Armed Forces with honorable and under honorable conditions.

Committee Approved: September 28, 2026

Employee Signature: _____ **Date:** _____

Form Approved by Council 11/20/25