



## MESCALERO APACHE TRIBE JOB ANNOUNCEMENT

**Position title:** Peacemaker  
**Department:** Tribal Court  
**Employment Status:** Exempt **Salary Grade:** E2  
**Opening date:** August 28, 2024 **Closing date:** September 27, 2024

### **Job Summary**

The Peacemaker is responsible for overseeing cases that are referred to the Peacemaking Court for the non-adversarial resolution of disputes pursuant to the Mescalero Apache Tribal Law and Order Code (the “Tribal Code”) and applicable policies and procedures for the Peacemaking Court. All cases referred to the Peacemaking Court shall initially be assigned by the Chief Judge of the Mescalero Apache Tribal Court in accordance with the Tribal Code and applicable policies and procedures for the Peacemaking Court.

The Peacemaker shall have the responsibility and authority to mediate disputes between peacemaking court participants; use Mescalero Apache Tribe cultural, customs, traditional, and nonjudgmental methods to mediate and instruct individuals; move the peacemaking process along; and issue decisions that are binding in Court. The Peacemaker shall not hear any appeals from a decision of the Tribal Court.

In addition to the responsibilities listed below, the Peacemaker is responsible for protecting and enhancing the Tribe’s sovereignty and must conduct himself/herself according to the highest ethical standards.

***This position description may not include all of the listed duties, nor do all of the listed examples include all tasks which may be found or assigned to this position.***

### **Duties and Responsibilities:**

- Adhere to the Revised Constitution of the Mescalero Apache Tribe and the Tribal Code;
- Work closely with the Chief Judge and the Tribe’s General Counsel to develop and present draft Code revisions and policies and procedures for the Peacemaking Court;
- Oversee various types of cases in the Peacemaking Court, including but not limited to:
  - Criminal (where a case does not involve injury to a person or property; a case in which the victim to the alleged offense consents; a case in which the offense is a victimless crime; or a case in which there is a finding of guilty, the victim consents to peacemaking, and peacemaking would be an appropriate condition of probation for achieving harmony and reconciliation with the victim);
  - Civil (domestic relations, public, breach of contract, personal injury); and
  - Juvenile (delinquency and truancy);
- Supervise Peacemaking Court staff; and
- Manage all phases of each peacemaking case, drafts agreements amongst the parties, and fulfill all other duties required to ensure the operation of an effective and fair Peacemaking Court.

### **Knowledge/Skills/Abilities:**

- Oral and written communication skills, including the Apache language, as well as the ability to perform research and possess analytical skills commensurate with the position of Peacemaking Judge;
- Knowledge of Mescalero Apache Tribal laws, customs, and traditions;
- Knowledge of general legal principles in all areas, specifically in the field of tribal and federal Indian law;
- The ability to be an unbiased consensus maker; and
- A working knowledge of computers and general office software.

### **Minimum Qualifications:**

- Knowledge of Mescalero Apache Tribal laws, customs, and traditions, including speaking the Apache language;
- Strong analytical and critical thinking skills, with the ability to effectively evaluate complex socio-legal issues and render sound judgments;
- Excellent written and verbal communication skills, including the ability to communicate legal concepts clearly and concisely;
- Demonstrated ability to work independently and collaboratively in a fast-paced, dynamic environment;
- Must, prior to employment, be able to pass a thorough background investigation;
- Must have or acquire prior to employment a valid New Mexico motor vehicle driver's license; and
- Must be able to pass a pre-employment drug screening.

***Tribal preference (Ordinance 17-03) shall apply to all positions.***

### **Additional Preferred Qualifications:**

- Prior experience serving as a mediator or peacemaker.
- Experience working with tribal governments, organizations, or communities.

### **Physical Demands**

While performing the duties of this job, the employee may be required to sit for prolonged periods, walk; stand; use hands for dexterity of motion; stoop, bend, kneel or crouch, and have normal auditory and verbal communications skills. The employee must occasionally lift and/or move up to 25 pounds.

### **Work Environment**

Work is generally performed in an office setting with a moderate noise level. Extended hours and irregular shifts may be required. Evening and/or weekend work may be required. Tight time constraints and multiple demands are common.

***The Mescalero Apache Tribe is an equal opportunity employer and encourages applications from individuals of diverse backgrounds. This position is based in Mescalero, New Mexico, and may require occasional travel within the region.***