



MESCALERO APACHE TRIBE

JOB ANNOUNCEMENT

Position Title:	Peacemaker Monitor	
Department:	Tribal Court	
Employment Status:	Non-Exempt, Full-Time	Pay range: NE4 (\$13.17- \$15.15)
Opening Date:	March 26, 2026	Closing Date: Open until filled

Job Summary

The Peacemaker Monitor supports participants as they complete agreements made during peacemaking circles. This role emphasizes Mescalero Apache values of respect, balance, kinship, and community responsibility. The Monitor provides culturally grounded follow-up, encouragement, and communication between participants, families, Peacemakers, and—when needed—the tribal court. The focus is on healing and accountability, not punishment.

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

- Conduct regular check-ins with participants and families and track progress in a respectful manner.
- Provide reminders, support, and culturally grounded guidance.
- Document progress and prepare brief updates for Peacemakers and program staff.
- Assist the participants to access community, cultural, and wellness resources.
- Serve as a liaison between Peacemakers, families, and justice partners to maintain clarity and prevent misunderstandings.
- Support community healing by reinforcing values of balance, responsibility, and relationship-repair.
- Perform other duties as assigned.
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Minimum Qualifications

- High School Diploma or GED.
- Computer and communication skills required.
- Strong communication and listening skills.
- Ability to maintain confidentiality and accurate documentation
- Commitment to restorative, non-punitive approaches consistent with Mescalero Apache traditions.
- Experience in community work, social services, or tribal justice preferred.
- **Must possess valid State driver's license** and meet Tribal insurance standards.
- Must successfully pass a pre-employment drug/alcohol screen and background investigation.
- Selection will comply with "Tribal Preference Hiring" Ordinance 06-02.

Tribal preference and Native American Indian preference shall apply to all positions.

Knowledge, Skills and Abilities

- Basic tribal court processes and confidentiality standards.
- Restorative and peacemaking principles.
- Knowledge of Mescalero Apache cultural values and community expectations.
- Active listening, respectful communication, and trust-building

- Facilitation support and preparation of participants for sessions
- Accurate observation, note-taking, and agreement tracking
- De-escalation, boundary-setting, and calm presence
- Coordination, scheduling, and follow-up with participants and staff
- Maintain neutrality, cultural humility, and confidentiality
- Support participants with dignity and clarity
- Recognize safety concerns and elevate them appropriately
- Work collaboratively with peacemakers, families, elders, and court staff
- Model community values such as respect, patience, and responsibility

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 and hear. The employee occasionally is required to stand; walk; and reach with hands and arms. 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. Must abide by the CORE values of PEACEMAKING and maintain respect for elders and members of the Community.

Please submit an Application for Employment or resumé to the Human Resources Department, 575-464-9276. Applications are available on the Tribal website, www.mescaleroapachetribe.com/careers/.