VACANCY ANNOUNCEMENT

Indian Child Welfare Director (ICWA)
Ombimindwaa Gidinawemaaganinaadog

OPENS: November 6, 2026 CLOSES: November 20, 2026 @ 12:00P.M.
(NO LATE SUBMISSIONS WILL BE ACCEPTED)

Position Title: Indian Child Welfare Director
Department: Indian Child Welfare / Social Services
Reports To: **Executive Administrator**
Location: Red Lake, MN
Employment Status: Full-Time
Salary Range: DOQ

Primary Function:

The Red Lake Nation is seeking a dedicated, experienced, and culturally grounded Indian Child Welfare Director to lead and oversee the Indian Child Welfare program. This position plays a vital role in protecting the safety, well-being, and best interests of Native American children and families while preserving cultural identity, family connections, and Tribal sovereignty.

The Director will provide leadership, supervision, and program oversight to ensure services are delivered in a culturally responsive, family-centered, and trauma-informed manner. The successful candidate will work collaboratively with Tribal leadership, families, Tribal and state courts, county child welfare agencies, community partners, and other service providers to strengthen families and support positive outcomes for children.

Essential Duties and Responsibilities

- Provide leadership, direction, and supervision of the Indian Child Welfare program and its staff.
- Ensure compliance with the Indian Child Welfare Act (ICWA), applicable federal and state laws, Tribal codes, policies, and procedures.
- Protect the rights of Tribal children, parents, extended family members, and the Tribe in child welfare matters.
- Oversee child protection services, family preservation, foster care, relative placements, reunification, permanency planning, and prevention services, as applicable to the program.
- Promote culturally appropriate services that maintain children's connections to their Tribe, extended family, community, language, and traditions.
- Establish and maintain effective working relationships with Tribal courts, state courts, county agencies, attorneys, law enforcement, schools, and community service providers.
- Develop, implement, and evaluate program policies, procedures, strategic plans, and performance measures.
- Manage program budgets, grants, contracts, reporting requirements, and other administrative responsibilities.

- Provide guidance, training, and professional development opportunities for staff.
- Advocate for Tribal sovereignty, family preservation, and the proper implementation of ICWA.
- Identify community needs and develop initiatives that strengthen families and reduce unnecessary child welfare involvement.
- Maintain accurate, confidential case records and ensure appropriate documentation and reporting.
- Report program activities, challenges, and outcomes to Tribal leadership or the designated governing authority.

Minimum Qualifications

- Bachelor's degree in social work, human services, psychology, family studies, or a related field; a master's degree is preferred.
- 5+ years' work experience in management or supervisory capacity
- Relevant experience in child welfare, social services, family services, or Tribal human services.
- Demonstrated knowledge of the Indian Child Welfare Act (ICWA), Tribal sovereignty, and culturally responsive child welfare practices.
- Experience in program management, staff supervision, budgeting, and administrative oversight.
- Strong leadership, communication, organizational, problem-solving, and interpersonal skills.
- Ability to work effectively with Tribal communities, families, government agencies, courts, and community partners.
- Ability to maintain confidentiality and exercise sound judgment when handling sensitive matters.
- **Must pass background check prior to employment**
- **Must pass a pre-employment drug screen and random drug tests as requested over the course of employment**
- Valid driver's license and ability to travel as required.

Preferred Qualifications

- Master's degree in social work or a related field.
- Previous experience directing or supervising an Indian Child Welfare or Tribal social services program.
- Knowledge of the Tribal government, BIA and state guideline requirements
- Knowledge of applicable Tribal child welfare codes, court procedures, and federal ICWA regulations.
- Experience with grant administration, program development, quality assurance, and community engagement.
- Understanding of Tribal culture, traditions, values, and the importance of maintaining children's connections to their families and communities.
- Relevant professional licensure or certification, where applicable.

Core Competencies

The ideal candidate will demonstrate:

- Culturally grounded and compassionate leadership.
- A strong commitment to **child safety**, family preservation, and permanency.
- Respect for Tribal sovereignty, self-determination, and the rights of Tribal families.
- Accountability, integrity, professionalism, and ethical decision-making.
- The ability to lead a team, **build partnerships**, and navigate complex child welfare systems.

How to Apply

Interested candidates should submit the following:

- A completed employment application.
- A current résumé.
- A cover letter describing relevant experience and qualifications.
- Copies of applicable degrees, licenses, or certifications.
- Must submit College Transcripts
- Professional references, as requested.

Submit Applications to:

Red Lake Nation Human Resources Department
PO Box 546
Red Lake MN 56671
Fax Applications and Resume to: (218)679-4176
E-mail Applications and Resume to: Shalana.lussie@redlakenation.org
Human Resources direct line: (218)679-1847

The Red Lake Nation is committed to providing equal employment opportunities in accordance with applicable law and organizational policy. Employment requirements, background checks, and Tribal or other lawful hiring preferences will be applied as permitted by applicable law and policy.