



Confederated Tribes of the Colville Reservation

Human Resources Office P.O.Box 150 Nespelem, WA 99155
(800) 506-9434 (509) 634-2844 Fax (509) 634-2864 www.colvilletribes.com

POSITION: Observer

SALARY: \$26,832.00 annually, less one step during probation

REPORTS TO: Lead Observer

LOCATION: Okanogan Bingo/Casino, Mill Bay Casino, and Coulee Dam Casino

BASIC FUNCTIONS: The incumbent of this position is responsible for observing, verifying, reporting, and monitoring operations to protect the property's assets, reputation, standards, and to ensure compliance with Federal, State and Tribal rules and regulations. Must be fully knowledgeable in the table-games in Craps, Roulette, and Blackjack. Will operate cameras in monitor room and utilize computers for routine paperwork. Responsibilities are to fulfill the requirements of the Casino's operations. Incumbent must have experience or aptitude for installing, maintaining, and using electronic surveillance equipment.

MINIMUM QUALIFICATIONS (Education and Training):

- High School Diploma or GED.
- Thoroughly knowledgeable in the table-games; Craps, Roulette, and Blackjack.
- Formal training in Casino Operations, Casino Surveillance, Casino Security and Table Games Protection (prior experience in the above may be used in lieu of education).
- At least 24 months satisfactory experience in a casino surveillance environment, preferred.

RECRUITING INDICATORS (Knowledge, Skills, and Abilities):

- Must have good written and verbal reporting ability (A written exam may be required).
- Must be willing to work alone for long periods of time and maintain high level of concentration.
- Must have good mathematics skills for computing table-games payoffs (A written exam may be required).
- Must have the ability to understand implications of federal, state, and tribal gaming rules and regulations.
- Must possess the ability to understand procedures manuals for various departments.
- Must possess the ability to understand, install, and maintain surveillance equipment.

SPECIAL REQUIREMENTS:

- Must be willing to work various shifts, including weekends, holidays, and extended hours when needed.
- Must successfully clear an extensive Criminal History and Credit Background Inquiry, and maintain eligibility throughout employment. Please see attached link to download Tribal Gaming Application.
- Manual and hand dexterity for equipment operations.
- Exceptional observation and investigative skills.
- Must possess and maintain a valid State Driver's License and be eligible for the Tribes' vehicle insurance; **OR**
- Willing to be responsible for his/her own transportation to and from work and between sites when necessary, without mileage compensation.
- Demonstrated ability to maintain **STRICT** confidentiality.

TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL ALSO BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO ARE EQUALLY QUALIFIED WITHIN EACH INDIAN PREFERENCE CODE.

GAMING

Note: This position has been identified as a "Safety Sensitive" position. Pursuant to CCT policies, this position is subject to pre-employment, post accident, and random drug testing.

CLOSING DATE: Open Continuously

INFORMATION: Colville Tribal Gaming Commission
Physical address: 729 Jackson Street
Mailing address: P.O. Box 1647
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