**Persons requiring reasonable accommodation in the application process or requiring information in an alternative format may contact the recruitment team at** [HREmployment@atg.wa.gov](file:///C:\Users\dwillia5\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\WZZSQGMQ\HREmployment@atg.wa.gov)**. Those with a hearing impairment in need of accommodation are encouraged to contact the Washington Relay Service at 1-800-676-3777 or** [**www.washingtonrelay.com**](http://www.washingtonrelay.com/)**.**

**Position and Salary**  
   
The Attorney General’s Office is recruiting for an exempt full time Tribal Policy Manager in the Policy Unit. This position may be located in Seattle or Olympia, Washington, and is not union-represented

Exempt Salary Range: $90,000 - $101,581.

The base pay offered will take into account internal equity and may vary depending on the preferred candidate’s job-related knowledge, skills, and experience.  
  
The following stipends may apply based on position requirements:

* Incumbents assigned to our Seattle office location receive an additional 5% King County Location Pay stipend.
* Incumbents assigned to a position designated as requiring dual language skills will receive a 5% Dual Language Requirement Pay stipend.

**About the AGO Policy Division**

Do you want to represent a progressive and compassionate team working on projects that directly impact your community? If your answer is yes, the AGO Policy Division might be the right place for you.

The AGO Policy Division is a dynamic and groundbreaking group working in two specific areas: 1) researching and improving laws and regulations, and 2) managing high-profile policy programs.

*Researching & Improving Laws and Regulations*The Legislature often tasks the AGO Policy Division with solving compelling problems through intense research, stakeholder engagement, and persuasive written reports. The work of the Policy Division has a direct and meaningful impact on communities and the people of Washington State. Example legislative topics assigned to the Policy Division include: police use of force, environmental justice, Missing and Murdered Indigenous Women and People (MMIWP), hate crimes, immigrant and refugee issues, sexual assault, and data privacy.

*High-Profile Policy Programs*The Policy Division focuses on high-profile policy programs that address prominent and important community issues. The division is responsible for executing youth and veteran hotlines through its [Office of Military and Veteran Legal Assistance](https://www.atg.wa.gov/legal-assistance-veterans-military-personnel) (OMVLA) and [HearMeWA](https://www.atg.wa.gov/HearMeWA) programs.

**About the Emmett Till Senior Policy Analyst Position & Essential Functions**

The AGO was awarded the largest ever [Emmett Till grant](https://www.atg.wa.gov/news/news-releases/ag-ferguson-wins-largest-ever-federal-emmett-till-grant-indigenous-cold-case) in 2023, which prompted the creation of the Emmett Till Senior Policy Analyst position. This position will be responsible for partnering with tribes across Washington to research, identify, and create an inventory of cold cases involving missing and murdered Indigenous people. This work will take place over three years in conjunction with the [Missing Murdered Indigenous Women and People](https://www.atg.wa.gov/news/news-releases/ag-ferguson-rep-lekanoff-legislation-creating-mmiwp-cold-case-unit-signed-law) (MMIWP) and [Boarding Schools](https://www.atg.wa.gov/news/news-releases/ag-ferguson-creates-indian-boarding-schools-truth-reconciliation-tribal-advisory) policy work already underway.

The essential functions of this position include:

* Enhancing the capacity of state, local, and tribal law enforcement and prosecution agencies in their investigation and prosecution of unsolved indigenous cold case murders.
* Collaboration with federal, state, and local law enforcement.
* Working with archival experts to develop a methodology for consistent archival research.
* Leading detailed, persuasive report drafting.
* Using a trauma-informed process with tribes.
* Coordinating with AGO Tribal Policy team members to ensure this work integrates with ongoing MMIWP and Boarding Schools objectives.

**Ideal Candidate Profile**

The ideal candidate is a thoughtful and collaborative colleague. They will excel in cultivating and maintaining strong relationships with local tribal communities, facilitating solutions, navigating challenging conversations using kindness and generosity, using an inclusive mindset in taking a variety of issues into account, and adaptable to different approaches in the ever changing business landscape.

Typical successful backgrounds for this position include:

* Former or current attorneys
* Researchers
* Policy analysts
* Social workers
* Trauma counselors
* Mediators
* Tribal liaisons
* Bureau of Indian Affairs work experience

**Required Education & Experience**

* Bachelor’s degree in public policy, law, political science, criminal justice, government, economics, or related field.

OR

* Seven or more years of relevant work experience.

**Skills & Abilities**The most competitive applicants will possess the following qualifications:

* Tribal policy experience
* Excellent, persuasive writing skills
* Archival research experience
* Trauma-informed approaches to community engagement
* Racial equity analysis experience
* Experience developing and executing community engagement plans for historically excluded communities

**Supplemental Information**

**APPLICATION INSTRUCTIONS:**

This position will remain open until filled, with an anticipated first review of application in mid-March, 2025. It is in the applicants’ best interest to submit applications as early as possible. This posting may be closed at any time without warning.

Please submit your application, including a current resume and letter of interest at:

[Emmett Till Tribal Policy Analyst](https://www.governmentjobs.com/careers/washington/jobs/4408209/emmett-till-senior-policy-analyst-with-tribal-focus-wa-state-office-of-the-attor?department%5b0%5d=Attorney%20General%27s%20Office&sort=PostingDate%7CDescending&pagetype=jobOpportunitiesJobs)

Or via email to [Judith.Vandergeest@atg.wa.gov](mailto:Judith.Vandergeest@atg.wa.gov)

The AGO is an equal opportunity employer and does not discriminate on the basis of race, creed, color, national origin, sex, marital status, sexual orientation/gender identity, age, disability, honorably discharged veteran or military status, retaliation or the use of a trained dog guide or service animal by a person with a disability. Persons requiring reasonable accommodation in the application process or requiring information in an alternative format may **contact the recruitment team at** [HREmployment@atg.wa.gov](file:///C:\Users\dwillia5\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\WZZSQGMQ\HREmployment@atg.wa.gov). Those with a hearing impairment in need of accommodation are encouraged to contact the Washington Relay Service at 1-800-676-3777 or [www.washingtonrelay.com](http://www.washingtonrelay.com).