**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>**. 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 three exempt full time Tribal Policy Analyst positions in the Policy Unit. These positions may be located in Seattle or Olympia, Washington, and are not union-represented

Exempt Salary Range: $77,000 – 85,000 annually.

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 Tribal Policy Analyst Positions & Essential Functions**

Operating with a high degree of independence, these positions will enhance the capacity of state, local, and tribal law enforcement and prosecution agencies in their investigation and prosecution of unsolved indigenous civil rights cold case murders as well as collaboration between federal, state, and local law enforcement and prosecution agencies.    
  
The legislature has directed the AGO to work with tribes sharing geography with Washington State on pressing issues including Missing and Murdered Indigenous Women and People (MMIWP), and their associated cold case investigations, and Indian Boarding Schools. In 2023, the AGO was awarded $1.5M by the U.S. Department of Justice to work with tribes and their archives to create a written record of those missing and murdered prior to 1980.  
  
This posting is for several positions that report to the Senior Tribal Policy Manager and will work closely with the tribal policy team on all related projects. Each position will organize, facilitate and work with a small advisory committee of experts and will have regular communication with tribes. Positions will all work specifically with tribes. All positions will also work with the MMIWP, Emmett Till, and Boarding Schools policy teams. All positions may have other related policy work as assigned.   
  
One of the three positions will include accessing tribal archives to research and collect demographic data related to indigenous cold cases.

**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 The ideal candidate is dynamic and outreach minded with a gift for relationship development. We are looking for innovative and nimble team players. They will have the ability to navigate intricate political, equity, or public safety analysis. We like assertive, but kind employees with inclusive problem solving skills. Typical successful backgrounds for this position include:

* Community outreach policy
* Tribal relations or Tribal policy
* Archival research
* State agency policy
* Public or community safety

**Desired Qualifications**

Three years of relevant work experience OR a Bachelor’s degree in public policy, law, political science, criminal justice, government, economics, or related field.  
  
The most competitive applicants will possess the following preferred qualifications:

* Tribal policy subject matter expertise
* Archival research experience
* Experience working with tribal government programs
* Trauma-informed approaches to community engagement
* Racial equity analysis
* Strong writing skills
* Deep experience developing and executing community engagement plans for historically excluded communities.

**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 applications in early September 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:

[Tribal Policy Analyst](https://www.governmentjobs.com/careers/washington/jobs/4597177/tribal-policy-analyst-policy-unit-wa-state-office-of-the-attorney-general?keywords=Tribal&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>. 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).