



EMPLOYMENT OPPORTUNITIES

Job Title: Development Counsel

Closing Date: 02/09/2026

DEADLINE: Attach any required documents, i.e., Transcripts, Certificates, diploma and Motor Vehicle Record, to your online application by midnight on the closing date. Late Applications or documents will not be considered.

Job Number: 26-001-2

Job Type: Contract Position

Department: Office of the General Counsel

City: Sacaton, AZ

Location: 525 W. Gu U Ki Road

Area of Interest: Legal

Salary/ Hourly Rate: \$155,561.71 - \$245,561.71 / Salary

DISTINGUISHING FEATURES OF THE CLASS:

The Development Counsel performs professional legal work involved in competent and effective representation of the Gila River Indian Community, which includes its departments, programs, commercial enterprises (regarding economic development projects), and complex commercial transactions. This position prepares strategies and plans for the Community and its commercial enterprises. The Development Counsel assists in developing and carrying out economic development projects and goals, reviewing and analyzing legal issues involving potential business and development opportunities, and advising the Community and its commercial enterprises regarding day-to-day business management and operation issues. This position advises the Community's commercial enterprises regarding the appropriate business models in order to preserve the Community's sovereign immunity and provides advice on federal and state taxation.

ESSENTIAL FUNCTIONS:

- Analyze and advise the Community regarding major economic development projects and complex commercial transactions; Analyze legal issues involving potential business opportunities of economic development projects and complex commercial transactions.
- Prepare strategies and plans for the Community and its commercial enterprises to develop and carry out economic development projects and goals.
- Advise the Community's commercial enterprises regarding day-to-day business management and operations issues; Advise the Community and its commercial enterprises regarding federal, state, and tribal tax issues; Review, prepare and negotiate complex contracts, transactional documents, and agreements on behalf of the Community and its various enterprises.
- Communicate with and monitor outside counsel regarding assigned development matters, commercial transactions, and projects.
- Perform legal research and prepare memoranda regarding issues within the scope of Development Counsel's functions.
- Review, prepare, and negotiate commercial leases with third-party land developers and Community corporations that lease Tribal Trust Land; Interact with the Realty Offices of the Bureau of Indian Affairs representing the Community's ownership interest regarding Tribal Trust Lands and Allotted Land.
- Assist Community entities and departments comply with federal and Community leasing regulations including due diligence requirements.

- Participate in development-related Community and public meetings, including communicating and working with other tribal, state, federal and local government attorneys and officials as well as private development interests; represent the Community's interest at public outreach meeting with individual landowners related to development projects.
- Supervise junior attorneys and subordinate support staff.
- Perform other related duties as assigned.

REQUIRED KNOWLEDGE, SKILL AND ABILITY:

- Considerable knowledge of tribal, state, and federal law affecting tribal land issues including business site leasing.
- Considerable knowledge of legal issues relating to the use of tribal trust and allotted lands including right-of-ways.
- Considerable knowledge of federal regulations including leasing and easements within Indian Country.
- Considerable knowledge of and experience in development and commercial business transactions, including complex transactions and construction projects.
- Considerable knowledge of Federal Indian Law regarding tribal and state taxation within Indian Country.
- Knowledge and experience with corporate governance.
- Extensive experience with and knowledge of tribal governments and tribal court jurisdiction and operations including knowledge of Tribal Employments Rights, and knowledge of federal laws of general applicability that would affect development on the Reservation.
- Skill in negotiation of complex leases, contracts, and other agreements.
- Ability to analyze, appraise, research, organize facts, evidence, and precedents, and present them in oral and written reports.
- Superior written and oral communication skills.
- Ability to maintain effective working relationships with people of varied economic, educational, and cultural backgrounds.
- Ability to establish and maintain effective working relationships with other employees, Community officials, outside officials and the public.
- Ability to perform all physical requirements of the position; agree to maintain a drug-free workplace.

REQUIRED EDUCATION AND EXPERIENCE:

Juris Doctorate from an accredited law school and eight (8) years' experience as a licensed attorney involving commercial leases, transactions, and/or economic development including complex commercial transactions in Indian Country and, which includes four (4) years progressive legal supervisory experience.

Member in good standing with the State Bar of Arizona or a must be able to obtain admission to the State Bar of Arizona through reciprocity within a timeframe acceptable to the General Counsel.

ADDITIONAL REQUIREMENTS:

Required to pass background check.

Submission of an acceptable legal writing sample (10-20 pages).

Supervisory, Contract Position
Reports to General Counsel or designee

BENEFITS:

The Gila River Indian Community offers a comprehensive benefits package, which includes; vacation, holiday, and sick leave as well as medical, dental, vision, life, short and long term disability benefits.

Preference in filling vacancies is given to qualified Indian candidates in accordance with the ***Indian Preference Act (Title 25, U.S. Code, Section 472 and 473)***. The Gila River Indian Community is also committed to achieving the full and equal opportunity without discrimination because of Race, Religion, Color, Sex, National Origin, Politics, Marital Status, Physical Handicap, Age or Sexual Orientation. In other than the above, the Gila River Indian Community is an Equal Opportunity Employer.

If you are claiming Preference in one or more of the following categories please attach a copy of the required documentation to the completed Employment Application.

Preference for Community Members (with proof of enrollment)

Preference for Native Americans (must meet membership requirement of a federally recognized Tribe.)

Preference point for Spouse of Community Member (with proof of spouse enrollment)

Preference point for Veteran (must meet statutory requirements)

HUMAN RESOURCES WILL NOT MAKE COPIES OF APPLICATIONS OR DOCUMENTS BEING SUBMITTED.

Visit our GRIC website and apply online: **www.gilariver.org**