

# LESTER JOE RANDALL

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**EDUCATION: Masters of Science (M.S.) - Criminal Justice Studies – Graduated 2009**  
**Bachelor of Science (B.S.) - Criminal Justice Studies – Graduated 1998**

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## PROVEN ABILITIES:

- Strong **investigative, analytical** and **methodical problem-solving**
  - Responsible for managing **multiple** projects (performance dates, documentation, files, etc) simultaneously
  - A **responsive** manager who **enables effective communication** resulting in a productive work environment
  - Professionally, **observe, review, identify** and **rectify** potential short comings among workforce and operations
  - **Develop** and **administer** the necessary **training** to educate and **motivate** personnel
  - **Systematically** formulate independent **decisions** to **ensure** daily operations
  - Excel while **multi-tasking** and last-minute high-pressure environments
  - Ability to **manage, delegate** assignments resulting in successful **team projects**
  - Effectively **supervise high** and **at-risk felony** and misdemeanor adult and juvenile offenders
  - **Observant** and perceptive while conducting interviews
  - **Accurate**, straightforward **documentation** and **reporting**
  - **Possess** excellent **interpersonal** skills required to apply common courtesy in working relationships
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## EXPERIENCE:

**Vice-Chairman & Councilman**  
Kickapoo Tribe of Kansas

10/05 - present

The Tribal Council is the elected government of the nation. Its primary duties are to author the nations laws and policies and to serve as the decision-making authority on budgets, staffing, facility management and economic investments.

In addition to various other government program grants, I was also designated as the EPA Liaison, economic development chair, tribal enterprise liaison, Boys & Girls Club liaison. I worked closely with Federal and private sector directors and Kansas City offices to manage quality programs on the Kickapoo Indian Reservation.

Overall, tribal administration ensures services are provided to members according to the Tribal Constitution. My knowledge extends from both my personal and employer opportunities. These experiences have allowed me to exceed my local expectations and devote my time and knowledge to federal agencies. I am a hard worker who remains current on policies and regulations and willing to research subjects to educate myself and provide accurate technical assistance and develop program plans and proposals.

- Elected position sworn to protect the health, peace, morals, education, progression, and welfare of the tribe. Duties included but not limited to, ensured efficient day to day operations assess and redeveloped business plans as needed, reviewed and authorized operational yearly budgets, served as a key decision maker regarding enterprises. Consulted and coordinated with attorneys, lobbyists, federal agencies, and general council. Served as the enterprise manager.
- Human resource functions for all economic enterprises
- Head of the Kickapoo Tribe Codes Committee – Rehabilitated obsolete and dated tribal codes (laws and policies)

## Tribal/Interior Budget Council

10/11 – present

- Work together with tribes from across the country and federal officials in developing annual budget requests for Indian programs in the Department of Interior.
- Cooperatively participate in the Indian Affairs budget formulation and justification.
- Advise on the status of local tribal initiatives and present justification for local needs.

**Kickapoo Nation School Board**

10/11 – present

- Develop policies, rules and regulations to control the operation of the Kickapoo Nation School including but not limited to system organization, school finances, equipment purchases, curriculum, and extra-curricular activities.
- Acquire lands to expand existing Kickapoo Nation School facilities.
- Hire and oversee professionals handling day-to-day operations of the Kickapoo Nation School.

**Chairman, Johnson O'Malley Program**

10/11 - present

Unified School District 430

- Provide guidance and input on funding for school supplies, tutoring, equipment, fees, etc. to qualifying Native American students in the USD 430 area.
- Provide leadership and serve as a liaison between the school and Native American communities and families it serves.
- Provide input on other educational programs and incentives necessary to meet the needs of Indian children.

**Kickapoo Tribe Higher Education Committee**

10/03 – present

- Serve on the committee and as a liaison to the Kickapoo Tribal Council on the post-secondary grants available to tribal members.
- Provide input and guidance on the tribe's Higher Education Program.
- Develop a standardized set of policies and procedures for a fair and equitable granting process.
- Oversee the program director responsible for administering day-to-day grants to qualifying students.
- Encourage eligible students to apply for granting opportunities.

**Child Enforcement Services**

01/09 – 12/09

Kickapoo Tribe of Kansas

As a dual duty to the tribal council, I was responsible for managing and reconciling active tribal child enforcement accounts. Prior to working within the program, enforcement services handled minimal clients/grantees. As a result of on-site program operation assessment, deficiencies were identified and new outreach and consultation services were implemented to additional clients. I would review the reports and develop new findings and activities to encourage quality medical care, child care, childhood and adolescence education programs, and wellness programs from troubled / at-risk youths.

I continue to provide advice and assistance to tribal members and non-tribal members as to the process of Tribal, Federal, State and Local governments and laws and the grantee plan, based upon current regulations and policies to our local families. I am extremely familiar with local tribal personnel, locations and cultural beliefs, as well as other federal agencies to fully benefit personal relations.

**Methamphetamine Initiative Coordinator**

10/07 – 10/08

Kickapoo Tribe of Kansas

- Manage and oversee the implementation of the Kickapoo Meth Initiative Grant on the Kickapoo Indian Reservation working closely with the Meth Prosecutor and partners on the project to strengthen prevention through awareness activities. Established an inter-disciplinary team to develop multi-response mechanisms, strengthen tribal codes and initiate a drug court. Responsible for financial reporting, documentation of all activities and grant expenditures, and ensuring the tribe's compliance with all federal requirements under the grant.

**Chief Probation Officer**

5/03 – 10/05

Kickapoo Tribal District Court

- Included but not limited to; Supervised adult and juveniles under probation status, completed case management services for offenders within their job sites, schools, homes, etc., conducted offender surveillance and investigation; including alcohol and drug testing, violator arrests, etc., coordinated community service and work release assignments, composed and filed court correspondence and required documents as necessary, completed pre-sentence investigative reports, provided bond supervision and electronic monitoring, advocated working relationships by involving federal, state, county and tribal enforcement agencies.

**Adolescent Health Director**

9/99 – 5/03

Center for Disease Control via Kickapoo Tribe

- Executed research to develop an grant funded program for adolescents with emphasis on prevention/reduction of youth alcohol, drug use and dependency
- Implemented an after school tutoring/mentoring program for youth
- Organized recreation program to promote team development through athletic leagues; with results of 630% increase in youth participation as well as measurable improvements in physical fitness.

**REFERENCES:**

Available upon request

