



SAFETY SENSITIVE POSITION

**Muscogee (Creek) Nation
Human Resource Management Services**

Employee Requisition

PO BOX 580
OKMULGEE, OK 74447
Telephone (918) 732-7827
Toll-Free (800) 482-1979
Fax (918) 756-2284

Submitted Date 5/29/2024 9:26 AM	Employee Requisition Number ER-24371	JOB OPPORTUNITY	
Title/Position: ELDER ADVOCATE			
Pay Grade SG 10	Salary Range \$31,865-41,579	Classification Full Time	
Department: ELDER SERVICES	Location: Okmulgee	Location Code: 97	FT/PT Full Time

**COMPLETED EMPLOYMENT APPLICATION IS REQUIRED.
MUSCOGEE (CREEK) AND INDIAN PREFERENCE.**

General Summary:	Elder Advocate will assist seniors and their families with concerns regarding matters of health, housing, and other issues of aging. The elder advocate will support the needs of tribal elders by providing them with the information and assistance they need in order to continue living the highest quality of life possible with dignity and respect.
Principal Duties and Responsibilities:	<p>Understand basic rights of patients and apply knowledge regarding Medicare, Medicaid and supplemental secondary insurance coverage limitations and benefits.</p> <p>Preserve the dignity of seniors by standing up for their rights and needs.</p> <p>Make home visits and complete assessments of elder's situation to identify elder's needs and risk factors and to make sure the elder is safe and well.</p> <p>Develop and implement a Services Plan for elder.</p> <p>Offer and arrange services to assist elder with their various level of care needs and/or to help stabilize elder's situation.</p> <p>Assist the elder in applying for government benefits through housing, health and other social services.</p> <p>Education on the importance of documents such as advance directives and living wills.</p> <p>Provide information on scams.</p> <p>Provide information on financial management.</p> <p>Arrange transportation services.</p>



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	<p>If a senior passes, assisting the family with funeral needs and may just include mailing condolence cards/letters to families.</p> <p>Report elder abuse.</p> <p>Support Elder Services Department by attending monthly meetings, assisting on social trips and activities, as well as tribal events such as Senior Games, Elders Holiday Luncheon, Sweetheart Dance, Grandparents Day and other Senior Services Activities.</p>
<p>Minimum Requirements:</p>	<p>Bachelor’s degree (B.A.) from four year College or University; or two years of experience in a related field of advocacy or social environment; or equivalent combination of education and experience.</p>
<p>Preferred Requirements:</p>	<p>Graduate degree in a related field with communication and counseling skills; experience in counseling to the needs of varying situations for individuals, families and communities.</p>
<p>Valid Oklahoma Driver’s License required?</p>	<p>Yes</p>
<p>Please list any additional licenses required:</p>	

- Customer Service:** Responds promptly to customer needs; Responds promptly to voicemails and emails.
- Professionalism/ Interpersonal Skills:** Maintains confidentiality; Keeps emotions under control; Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of status or position.
- Time Management:** Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives.
- Oral Communication:** Speaks clearly and persuasively in positive or negative situations; Participates in meetings.
- Written Communication:** Writes clearly and informatively; Able to read and interpret written information.
- Analytical Skills:** Collects and researches data; Uses intuition and experience to complement data.
- Teamwork:** Balances team and individual responsibilities; Exhibits objectivity and openness to others’ views. Gives and welcomes feedback; Contributes to building a positive team environment; Supports everyone’s efforts to succeed.
- Leadership:** Inspires respect and trust; Motivates and effectively influences others; Provides appropriate recognition; Identifies and resolves problems in a timely manner; Uses sound judgement; Makes timely decisions.
- Ethics:** Works within the approved budget; Conserves organizational resources. Treats people with respect; Keeps commitments; Inspires the trust of others;



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- Organizational Support:**
- Quality:**
- Quantity:**
- Safety and Security:**
- Attendance/Punctuality:**
- Dependability:**

Works with integrity and ethically; Upholds organizational values.
 Adheres to policies and procedures.
 Follows policies and procedures; Supports organization’s goals and values.
 Demonstrates accuracy and thoroughness.
 Completes work in timely manner.
 Observes safety and security procedures, including cyber security.
 Regular and on time attendance. Arrives at meetings and appointments on time.
 Follows instructions, responds to management direction; Takes responsibility for own actions.

Physical Demands:

While performing the duties of this Job, the employee must regularly lift and /or move up to 10 pounds and occasionally lift and/or move:

- Up to 50 lbs.
- Up to 100 lbs.
- Over 100 lbs.
- Physical Exam

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing essential functions of this job.

While performing the duties of this Job, the employee is regularly exposed:

- Fumes or airborne particles
- Outside weather conditions
- Toxic or caustic chemicals
- Risk of electrical shock
- Vibration
- Loud Noise

Would this Open Position be considered a Safety Sensitive Position? Check All that Apply

Note: If **any** box is checked **THIS IS A SAFETY SENSITIVE POSITION (No failed drug test is tolerated).**

- The handling, packaging, processing, storage, disposal or transport of hazardous materials.
- The operation of an MCN vehicle as part of your primary job function, operation of equipment, machinery or power tools.
- Repairing, maintaining or monitoring the performance or operation off any equipment, machinery or manufacturing process (preparing food where knives and kitchen equipment is used), which could result in injury or property damage.
- Performing Firefighting, First Responder or EMT duties.
- The operation, maintenance or oversight of critical services and infrastructure including but not limited to electric, gas, and water utilities, power generation or distribution.
- Dispensing Pharmaceuticals.
- Direct patient care or Direct Child, Elderly, or Disabled care.
- An individual performing security, surveillance or law enforcement duties.
- Jobs/positions within MCN governed under the rules/jurisdiction of the Dept. of
- None of these apply.

Disclaimer:



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The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

Public Relations:

Important attributes of any employee of the Muscogee Nation, along with the official performance of duties, are personal appearance and public relations. Each employee is expected to make every effort to be well-informed about the institution, pleasant, courteous and cooperative, and to act in a manner to command respect of co-workers and all other personnel. An optimistic attitude, patience and tolerance will help each employee in nearly all situations at the institution.

MCN Policy Requirements:

All Employees are subject to pre-employment background checks and drug testing. According to MCN Policy Section 502:Page 12/Section 503 110-111. All applicants must pass a drug test before beginning work. Any candidate who fails or refuses a drug test shall be withdrawn from employment consideration.

Medical Marijuana License Holder Protection and Non-Discrimination

A. Unless a failure to do would cause The Muscogee (Creek) Nation to imminently lose a monetary or licensing related benefit under federal law or regulations and with the exception of employees whose jobs are safety sensitive or primary job function is driving, The Muscogee (Creek) Nation shall not discriminate against a person in hiring, termination, or imposing any term or condition of employment or otherwise penalize a person based upon either: a. Solely, the person's status as a medical marijuana license holder; or b. Solely, the results of a drug test showing positive for marijuana and its components. B. Employees that are medical marijuana card holders shall not use, possess or be under the influence while at their place of employment or during hours of employment.