



**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 6/10/2024 2:50 PM	Employee Requisition Number <b>ER-24391</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>CULTURAL RESOURCE SPECIALIST</b>			
Pay Grade SG 12	Salary Range \$40,372-52,728	Classification Full Time	
Department: Cultural Preservation	Location: Okmulgee	Location Code: 209	FT/PT Full Time

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

General Summary:	Under the supervision of the Historic and Cultural Preservation Director, the Cultural Resource Specialist will assist with federal consultations and the National Historic Preservation Act (NHPA) Section 106 compliance reviews with federal and state agencies in Oklahoma and throughout the southeast regarding the MCN's ancestral lands. The individual will attend tribal consultation meetings, conduct specialized administrative duties like technical report writing, archival research, and assist with fieldwork in relation to cultural resources management, cemetery documentation, monitoring of historic or archaeological sites, Ground Penetrating Radar (GPR), and other geophysical surveys for the MCN.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Tracking of compliance project submittals and the independent review of state and federally funded, licensed and permitted projects which are submitted for MCN review.</li> <li>2. Determine the effects a project might have on Muscogee cultural resources like historic buildings, historical sites, archaeological sites, burial sites, battlefields, etc. pursuant to Section 106 of the National Historic Preservation Act, and its implementing regulations found at 36 CFR Part 800.</li> <li>3. Provide technical expertise and field assistance for cemetery documentation with GPR Surveys, and archaeological surveys conducted by the MCN.</li> <li>4. Perform multi-faceted projects daily and prioritize with deadlines as well as submit monthly reports.</li> <li>5. Develop professional relationships with local tribal, state, and federal government agencies and archaeologists to ensure the protection of Muscogee cultural resources.</li> <li>6. Oversee the Cemetery Documentation and Recordation Reports.</li> <li>7. Utilize GIS to make maps for reporting.</li> <li>8. Assist with MCN historic and cultural preservation education, outreach, and department activities.</li> </ol>



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	<p>9. Perform any other duties as assigned by the immediate supervisor.</p> <p>10. Some job duties are physically demanding and are performed in inclement weather and other uncomfortable outdoor/indoor environmental conditions. The Cultural Resource Specialist will need to be able to work in these conditions.</p>
Minimum Requirements:	A Bachelor's degree in Native American or Indigenous Studies, History, Archeology, Architectural history, Historic Preservation or closely related field. Relevant experience and proficiency in compliance procedures under Section 106 of the NHPA. Experience with GIS software, GPS, and, GPR equipment. Knowledge of Muscogee (Creek) history and culture. Must be able to interact with the public with a high degree of professionalism. Must demonstrate attention to detail and good oral and written communication skills.
Preferred Requirements:	A Master's degree in Native American or Indigenous Studies, History, Archaeology, Architectural history, Historic Preservation or a closely related field. Meet Professional Qualification requirements of the Secretary of the Interior Standards under 36 CFR 61. Relevant experience and proficiency in compliance procedures under Section 106 of the NHPA and the Native American Graves Protection and Repatriation Act (NAGPRA). Experience with GIS software, GPS, and, GPR equipment. Knowledge of Muscogee (Creek) history, culture, and language. Must be able to interact with the public with a high degree of professionalism. Must demonstrate attention to detail and good oral and written communication skills.
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	

- 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.



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- 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; Works with integrity and ethically; Upholds organizational values. Adheres to policies and procedures.
- Organizational Support:** Follows policies and procedures; Supports organization’s goals and values.
- Quality:** Demonstrates accuracy and thoroughness.
- Quantity:** Completes work in timely manner.
- Safety and Security:** Observes safety and security procedures, including cyber security.
- Attendance/Punctuality:** Regular and on time attendance. Arrives at meetings and appointments on time.
- Dependability:** 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.



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- Jobs/positions within MCN governed under the rules/jurisdiction of the Dept. of  
 None of these apply.

#### **Disclaimer:**

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.