



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 7/3/2024 4:47 PM	Employee Requisition Number ER-24420	JOB OPPORTUNITY	
Title/Position: DIRECTOR OF BB OPERATIONS/INTERIM CEO			
Pay Grade MG 11	Salary Range \$82,139-107,140	Classification Management	
Department: SECRETARY OF THE NATION	Location: Jenks	Location Code: 300	FT/PT Full Time

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

General Summary:	The Director of Broadband Operations and Interim CEO will lead the development and growth of our broadband network infrastructure and provide oversight for the general functions of the Muscogee (Creek) Nation Tribal Utility Authority, under the direction of the Secretary of the Nation. The ideal candidate should possess a combination of skills in both network engineering and broadband ISP operations, as well as business analysis and forecasting. Knowledge of networking technologies such as SD-WAN, MPLS, and PON technologies such as G-PON and XGS-PON is also highly desirable.
Principal Duties and Responsibilities:	<ul style="list-style-type: none"> • Develop and implement strategic plans for broadband network infrastructure; • Conduct market research and analysis to identify growth opportunities and emerging trends in broadband network infrastructure; • Collaborate with cross-functional teams to develop and execute network projects; • Manage vendor relationships and negotiate contracts; • Develop and maintain disaster recovery plans and business continuity plans; • Manage network capacity planning and performance optimization; • Maintain documentation of network infrastructure and processes; • Provide technical support and guidance to internal teams and external customers; • Develop and implement network security measures; • Work closely with outside consultants, ISPs, network operators, and other industry stakeholders to develop and implement network strategies; • Develop business cases and financial models to support network investment decisions.
Minimum Requirements:	<ul style="list-style-type: none"> • Bachelor's degree in Computer Science, Information Technology, or related field; • 5-7 years of experience in network engineering and broadband ISP operations; • In-depth knowledge of networking protocols and technologies (TCP/IP, DNS,



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	<p>BGP, MPLS, SD-WAN, etc.)</p> <ul style="list-style-type: none"> • Strong analytical and problem-solving skills; • Excellent communication and interpersonal skills; • Ability to work independently and as part of a team.
Preferred Requirements:	<ul style="list-style-type: none"> • Master’s degree in Computer Science, Information Technology, or related field; • 10+ years of experience in network engineering and broadband ISP operations; • In-depth knowledge of networking protocols and technologies (TCP/IP, DNS, BGP, MPLS, SD-WAN, etc.); • Familiarity with PON technologies such as G-PON and XGS-PON; • Strong analytical and problem-solving skills; • Experience with network design and topology planning; • Knowledge of network security best practices; • Excellent communication and interpersonal skills; • Ability to work independently and as part of a team; • CCNP, CCIE, JNCIA, or other relevant certifications are a plus.
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.
- 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.



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

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).**

Disclaimer:

Safety Sensitive Position - A position where the performance of duties or responsibilities with impaired physical or mental ability could foreseeably have a direct negative impact on the health, safety, or security of MCN, employees, contractors, customers, the public, environment or property damage.

A safety sensitive position shall include, but not limited to, those positions with the following criteria:

- Operate motorized equipment, machinery, power tools, and/or a motor vehicle.
- Repair, maintain, or monitor the performance or operation of any equipment, machinery, or manufacturing process (preparing food where knives and kitchen equipment is used).
- Work in close proximity to motor vehicles or heavy equipment and/or construction sites.
- Operate any equipment which could seriously injure any person as a result of misuse.
- Carry and use of firearms/ammunition.
- Work with vulnerable or violent clients.
- Have direct contact with children and youth.
- Entrusted with the direct care or custody of children and youth and whose performance of his/her duties may affect the health, welfare, or safety of children and youth.
- Provide direct patient care or providing for the health, safety, and welfare of children, adults, disabled, and elders.
- Perform life threatening procedures such as firefighting, first responder, or EMT duties.
- Dispense pharmaceuticals.

- X Have access to or responsible for confidential information or sensitive data protected by federal, state, or Muscogee Nation law.

- X Have responsibility for money, receipts, and/or disbursement of negotiable instructions, e.g., money, checks, or property disbursements.

- X Have responsibility for all financial documents, credit data, credit account records, or credit transactions.
 - Have responsibility for the use, handling, packaging, processing, storage, disposal, or transport of controlled substances, toxic, radioactive, or other hazardous materials.
 - Have responsibility for security, surveillance, or law enforcement duties.
 - Have routine access to security control and key systems.

- X operate, maintain, or oversee critical services and infrastructure including, but not limited to: a. Electric; b. Gas; c. Water; d. Power generator; or e. Distribution.
 - Positions governed under the rules and jurisdiction of the Department of Transportation
 - Any position in which a momentary lapse in attention could result in injury or death to an employee or another person.
 - None of these apply



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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.