



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

Employee Requisition

**SAFETY SENSITIVE POSITION**

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

Submitted Date 7/1/2024 11:45 AM	Employee Requisition Number <b>ER-24434</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>ACCOUNTANT I</b>			
Pay Grade <b>sg 14</b>	Salary Range \$51,188-66,809	Classification Hourly	
Department: FINANCE/ACCOUNTING/PAYROLL	Location: Okmulgee	Location Code: 72	FT/PT Full Time

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

General Summary:	Applies Generally Accepted Accounting Principles (GAAP) and Statements of Governmental Accounting Standards to review and enter transactions in the financial system and prepares reports for management decision making.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Review A/P entries and ensure check run total equals amount of purchase invoice batches.</li> <li>2. Prepare bank files for fraud protection and electronic payments or approves transactions.</li> <li>3. Review bank deposits and daily bank transactions and record bank activity to the general ledger.</li> <li>4. Review and process debit card applications for employees and program participants and handles exceptions.</li> <li>5. Reconcile distributions from enterprises and tribal agencies and record to the general ledger.</li> <li>6. Reconcile bank accounts and investment accounts on a monthly basis.</li> <li>7. Transfer funds between cash accounts and investments accounts.</li> <li>8. Record fixed assets to general ledger and fixed asset module. Perform annual inventory.</li> <li>9. Enter interfund transfers and reclassification journals to the general ledger.</li> <li>10. Verify budget versus actual entries with YTD budget reports, balance sheets and pooled cash reports. Perform drawdown of federal funds. Prepare data for SF425s.</li> <li>11. Assist with funds available analysis for program income accounts.</li> <li>12. Assist in completion and submission of all financial reports and annual closing of the Nation's books</li> <li>13. Prepare reports, schedules and supporting documents for audits.</li> <li>14. Assume and/or accept additional duties and responsibilities as may be reasonably expected of a person in this position.</li> </ol>



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Minimum Requirements:	Bachelor's degree in accounting. A degree in Business Management or similar degree with a minimum of six credit hours in accounting may be substituted for an Accounting Degree. An Associate's degree in Accounting, Business Management, or similar degree with 5+ years relatable accounting experience may be considered in lieu of a Bachelor's degree. Must possess a minimum of two (2) years experience in years work experience in accounting.  Must be computer literate, with good communication skills and work ethics.
Preferred Requirements:	Bachelor's Degree in accounting with three or more years of governmental accounting experience.
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. 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 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.
- 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.
- 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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**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:

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Fumes or airborne particles | <input type="checkbox"/> Outside weather conditions | <input type="checkbox"/> Toxic or caustic chemicals |
| <input type="checkbox"/> Risk of electrical shock    | <input type="checkbox"/> Vibration                  | <input type="checkbox"/> Loud Noise                 |



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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.