



**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 11/22/2024 3:50 PM	Employee Requisition Number <b>ER-25063</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>FIELD SPECIALIST</b>			
Pay Grade SG 11	Salary Range \$35,859-46,820	Classification Full Time	
Department: JOHNSON O MALLEY	Location: Okmulgee	Location Code: 101	FT/PT Full Time

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

General Summary:	The Field Specialist provides various types of professional and technical assistance in planning and implementing JOM projects in local districts within the eleven (11) counties of the Muscogee Nation Service Area.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Knowledgeable and maintain knowledge regarding state and federal laws and regulations about MCN JOM and individual school districts.</li> <li>2. Assist in the development of Annual Reports relating to the JOM program, drop-out, and student data.</li> <li>3. Provide technical assistance, hold elections, if necessary, to/for school administrators, personnel, and the local Indian Education Committee, and monitor and evaluate JOM school programs.</li> <li>4. Provide in-service training for MCN JOM IECs and JOM personnel.</li> <li>5. To assist local Indian Education Committees in creating a better working relationship between the school and the Indian community.</li> <li>6. Attend IEC meetings (regular, election, special, or emergency) upon request from the school administration, IEC, or elected parent committee member.</li> <li>7. Must be able to coordinate special events for large groups of students.</li> <li>8. Assist JOM in the planning and preparation of JOM events. Mandatory attendance for events includes JOM In-service, Oklahoma Johnson-O'Malley Conference, Challenge Bowl, and occasionally the National Johnson-O'Malley Conference, along with any other events deemed necessary for the growth and knowledge of JOM Programs.</li> <li>9. Conduct as-needed regional workshops for parents regarding the application process, rules, and regulations, issues in Indian education, etc. This requires public speaking abilities.</li> <li>10. Must be able to coordinate planning meetings in preparation for special events.</li> <li>11. Able to assist in clarifying eligibility requirements of Indian students to participate in JOM.</li> <li>12. Ability to maintain student enrollments for designated school districts.</li> <li>13. Maintain student files and prepare reports regarding the Advanced</li> </ol>



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	<p>Placement Incentive program.</p> <p>14. Work with the Manager by overseeing and updating the JOM social media and MCN JOM webpage and eforms.</p> <p>15. Provide information to school staff and the Indian Education Committee regarding student assistance programs, i.e., behavioral and academic.</p> <p>16. Must be detail-oriented, self-motivated, and highly effective in data management.</p> <p>17. Attend in-state and out-of-state workshop seminars relating to Indian Education programs.</p> <p>18. Maintain files of school programs to track compliance requirements</p> <p>19. Ensure confidentiality when dealing with employees, schools, and other outside personnel.</p> <p>20. Assist JOM Manager/Director as needed and requested.</p> <p>JOM Positions:</p> <ul style="list-style-type: none"> <li>• Excellent interpersonal and observation skills</li> <li>• Excellent verbal and written communication skills.</li> <li>• Excellent time management skills with proven ability to meet deadlines.</li> <li>• Ability to act with integrity, professionalism, and confidentiality.</li> <li>• Ability to work independently and with others.</li> <li>• Strong analytical and problem-solving skills.</li> <li>• Proficient with Microsoft Office Suite, Excel, or related software.</li> </ul>
Minimum Requirements:	Associate Degree in Education or related field, or three years' experience in Indian Education or related field;
Preferred Requirements:	Bachelor's Degree in Education with experience in working with parent committees, and school administration and ability to design and implement workshop training presentations.
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.



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<b>Analytical Skills:</b>	Collects and researches data; Uses intuition and experience to complement data.
<b>Teamwork:</b>	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.
<b>Leadership:</b>	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.
<b>Ethics:</b>	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.
<b>Organizational Support:</b>	Follows policies and procedures; Supports organization's goals and values.
<b>Quality:</b>	Demonstrates accuracy and thoroughness.
<b>Quantity:</b>	Completes work in timely manner.
<b>Safety and Security:</b>	Observes safety and security procedures, including cyber security.
<b>Attendance/Punctuality:</b>	Regular and on time attendance. Arrives at meetings and appointments on time.
<b>Dependability:</b>	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                 |

#### **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).**

- 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.





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- 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
- 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.
- 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; 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

#### **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**



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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.