



**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 12/2/2024 4:43 PM	Employee Requisition Number <b>ER-25079</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>OUT OF JURISDICTION CASEWORKER</b>			
Pay Grade SG 13	Salary Range \$45,448-59,342	Classification Full Time	
Department: CHILDREN FAMILY & SERVICES	Location: Okmulgee	Location Code: 93	FT/PT Full Time

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

General Summary:	Under the Supervision of the Out of Jurisdiction Program Manager, the Out of Jurisdiction Case Worker will monitor state court proceedings involving abused and neglected Muscogee (Creek) children, outside the reservation, to ensure compliance with the Indian Child Welfare Act. The Out of Jurisdiction Case Worker will coordinate with state child welfare agencies in providing services to Muscogee (Creek) children and their families. The Out of Jurisdiction Case worker will perform the following: conduct individual and family assessments; assist in the development of family services plans; locate and coordinate services with community, tribal and state social service agencies to assist families with reunification; conduct home visits and house assessments; transport children and clients to services and visits, supervise visits; report family's progress on service plans and make recommendations to the court. The Out of Jurisdiction Case Worker shall be knowledgeable of the following: principles and practices of social work; child development stages; physical and psychological needs of abused/neglected children; basic court terminology and procedures.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Attend adjudication, dispositional, review and other hearings in state courts (in person and/or virtually) to ensure that state child welfare agencies and courts are complying with the Indian Child Welfare Act and provide testimony when necessary.</li> <li>2. Maintain regular contact with state child welfare agencies and request information regarding status of cases.</li> <li>3. Coordinate with state child welfare agencies in providing reunification and permanency services to Muscogee (Creek) children and their families.</li> <li>4. Conduct individual and family assessments to determine strengths and needs of children and their parents/guardians.</li> <li>5. Assist with the development of family service plans designed to reunify children with their families.</li> <li>6. Provide case management services, including home visits, house assessments, supervision of visits and transportation as schedule allows.</li> <li>7. Provide written reports regarding the family's progress on service plans</li> </ol>



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	<p>and make recommendation regarding foster care placement, visitation, reunification, termination, etc. to the court as needed.</p> <ol style="list-style-type: none"> <li>8. Maintain efficient management of cases and case files.</li> <li>9. Complete weekly, monthly, quarterly, and/or annual statistical and/or narrative reports.</li> <li>10. Maintain confidentiality of CFSA programs and caseload.</li> <li>11. Participate in CFSA and ICW staff meetings.</li> <li>12. Attend multi-disciplinary team meetings and other meeting when required.</li> <li>13. Attend trainings, workshops or other educational programs.</li> <li>14. Perform other duties as assigned.</li> </ol>
<p>Minimum Requirements:</p>	<p>This section describes the minimum knowledge, skills, and abilities (KSAs) that are required to perform the job. Recruiters and human resources personnel use KSAs to guide recruiting efforts and determine whether candidates are minimally qualified.</p> <p>To determine the minimum requirements of a job, ask yourself what the job candidate needs to possess in terms of:</p> <ul style="list-style-type: none"> <li>• Education — Bachelor's Degree in Social Work or other related field.</li> <li>• Experience — One (1) year experience working with children, parents and/or families.</li> <li>• Special skills — Knowledge of Muscogee (Creek) language and culture.</li> <li>• Certifications and licenses —</li> </ul>
<p>Preferred Requirements:</p>	<p>Master's Degree in Social Work or other related field and one (1) year experience working with children, parents and/or families.</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



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- Leadership:** to others' views. Gives and welcomes feedback; Contributes to building a positive team environment; Supports everyone's efforts to succeed. 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).**

- 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.





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- 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 Muscoogee 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 Muscoogee 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 Muscoogee (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 Muscoogee (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



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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.