



**SAFETY SENSITIVE POSITION**

**Muscogee (Creek) Nation**

**Human Resources Department**

Employee Requisition

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

Submitted Date 12/17/2024 9:25 AM	Employee Requisition Number <b>ER-25111</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>TREASURY MANAGER</b>			
Pay Grade MG 9	Salary Range \$64,854-84,593	Classification Management	
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:	Under the direction of the Controller, the Treasury Manager will assist in directing activities associated with the Department of Treasury and working in the conjunction with the various major Department heads. The Treasury Manager is responsible for assisting in managing the wealth of MCN by analyzing financial performance and giving insight on recommendations regarding the purchasing and selling of stocks, bonds, and other investments. This position will assist in the preparation of the comprehensive budget and also monitor federal grants and contract compliance.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Analyze financial records to forecast the Nation's financial position and budgetary requirements.</li> <li>2. Assist in analyzing the Nation's daily cash needs and assure sufficient funds in the Nation's operating accounts to cover the issuance of any and all payments.</li> <li>3. Seek and evaluate investment opportunities that most benefit the Tribe.</li> <li>4. Monitor the performance of investments and provide advice on potential resources for the MCN.</li> <li>5. Provide timely reports to the Controller, Investment Policy Committee, and to the proper Executive Officers of the Nation as needed, no less than monthly. Identify future cash needs as they relate to investments and timing of disposition of investments held by the Nation.</li> <li>6. Work with the Nation's Investment Policy Committee and external investment managers in receiving and reviewing periodical investment reports.</li> <li>7. Investigate and report to the proper authority any inconsistencies or improprieties.</li> </ol>



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	<p>8. Oversee or assist in Cash Flow analyses to ensure positive cash positions for all funded programs of the Muscogee (Creek) Nation.</p> <p>9. Provide assistance in the preparation of independent audits as required by federal agencies or by Tribal Law both internal and external.</p> <p>10. Assist in the presentation of annual financial and audit reports to the Office of the Principal Chief and the National Council.</p> <p>11. Assist the Controller in the monitoring, review and reconciliation of all funds for proper expenditure to safeguard against possible conversion or misappropriation of funds.</p> <p>12. Assume duties of the Office of the Controller, as assigned, during the absence of the Controller. This includes the authorization of disbursement of funds, collections and investments.</p> <p>13. Assume additional duties and responsibilities as may be reasonably expected of a person in this position.</p> <p>14. Analyze processes and recommend/initiate solutions for improvement of services.</p> <p>15. Ability to maintain proper confidentiality with regard to sensitive information peculiar to relationships with various banking and financial institutes.</p>
<p>Minimum Requirements:</p>	<p>Bachelor's degree in accounting. A degree in Business Management with a minimum of six credit hours in accounting may be substituted for an Accounting Degree. Must possess a minimum of two (2) years experience in years work experience in accounting. Must have a minimum of two (2) years investment experience. Must be computer literate, with good communication skill and work ethics. Will consider 10+ years with industry experience in accounting.</p>
<p>Preferred Requirements:</p>	<p>Bachelor's degree in accounting with 4 or more years experience, preferably in governmental accounting. Managerial experience is also a desirable quality.</p>
<p>Valid Oklahoma Driver's License required?</p>	<p>No</p>
<p>Please list any additional licenses required:</p>	

**Customer Service:**

Responds promptly to customer needs; Responds promptly to voicemails and emails.



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<b>Professionalism/ Interpersonal Skills:</b>	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.
<b>Time Management:</b>	Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives.
<b>Oral Communication:</b>	Speaks clearly and persuasively in positive or negative situations; Participates in meetings.
<b>Written Communication:</b>	Writes clearly and informatively; Able to read and interpret written information.
<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:

- 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**).



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- 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
- 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.



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#### **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.