



**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 1/7/2025 11:43 AM	Employee Requisition Number <b>ER-25144</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>POLICY ANALYST</b>			
Pav Grade <b>SG 13</b>	Salary Range <b>42000-58000</b>	Classification Full Time	
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:	Under the direction of the Muscogee (Creek) Nation (MCN) Secretary of the Nation and the Office of Self-Governance Manager, the Self-Governance Policy Analyst will focus on tracking, analyzing, interpreting, and writing legislation on the Tribal, state, and federal level. The Policy Analyst will work with major department heads, performing research, and analyzing and providing guidance that measures the impact of federal or state policies on the Nation's operations. The primary purpose of the position is to research public/tribal policy and assist in developing legislative strategy that meets the goals of the Nation; advise the Self-Governance Manager, the Secretary of the Nation, and Executive Leadership regarding policy changes needed to advance the Nation's interests; and performing administrative and financial analysis of activities and services related to self-governance compacts and funding agreements to assure the Nation maximizes self-governance opportunities.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Conduct extensive research, data collection, and data analysis needed to support and advance MCN initiatives and priorities.</li> <li>2. Initiate, prepare, interpret, review and monitor state-level legislation and administrative regulations affecting the Nation.</li> <li>3. Contribute to the office's effectiveness by assisting MCN identify short and long-term issues that need to be addressed; providing information and commentary pertinent to the issues; recommending options and courses of actions; and implementing directives.</li> <li>4. Represent MCN at conferences and meetings.</li> <li>5. Take part in the development of informational materials and knowledge sharing tools.</li> <li>6. Monitoring external policy and research that may affect Tribal governments, Federal Indian programs, and initiatives of the Muscogee Nation.</li> <li>7. Advise on the effect of proposed legislation/policies and court cases by developing briefing papers and presentations.</li> <li>8. Assist the Secretary of the Nation and Government Relations Coordinator in the development and implementation of strategies and initiatives to advance the</li> </ol>



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	<p>priorities of the Muscogee Nation.</p> <p>9. Actively assist staff by collaborating with various workgroups and partners to perform research, evaluate issues, draft briefing documents and letters, present summaries, and advise on strategic action items for consideration.</p> <p>10. Maintain professional and technical knowledge by conducting research, establishing networks, and attending briefings, conferences, and other informational meetings and events.</p>
Minimum Requirements:	<p>A Bachelor's degree from an accredited college or university. Two (2) years of experience in public/tribal policy or government relation/affairs; Knowledge of, and experience analyzing, Federal Indian policy and the relationship between Tribal nations and the United States; A wide-ranging knowledge of federal Indian programs and the role of federal agencies; A strong interest in Tribal self-government and the development and sharing of information that supports Tribal self-government; The ability to think broadly and strategically about MCN's work and impact; Excellent written and oral communication skills; An ability to think strategically, creatively problem solve, and exercise good judgment; Strong data collection and analytical skills; A capacity for self-direction, the ability to work collaboratively in a team, a keen sense of responsibility and an interest in working with multiple demands, shifting priorities, and constant change.</p>
Preferred Requirements:	<p>Master's Degree is not required but is preferred; Emphasis on ability to understand and interpret P.L. 93-638, P.L. 100-472, P.L. 102-184, USC 25 and the corresponding Federal regulations, and the ability to apply findings; advanced understanding of Tribal government and the relationship between the United States and Tribal governments and the concept of consensus politics in communities; and experience in Grassroots advocacy, lobbying or association management experience.</p>
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.



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- 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 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.



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- 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.

#### **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.