



**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 01/16/2023	Employee Requisition Number <b>ER-23167</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>NIGHT CUSTODIAN III</b>			
Pay Grade SG 8	Salary Range \$25,168-32,822	Classification Full Time	
Department: FACILITIES	Location: Okmulgee	Location Code: 53	FT/PT 1-Full Time

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

General Summary:	The Night Custodian III is responsible for the general cleaning of tribal buildings.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Performs general, routine custodial duties, to include dusting, mopping, vacuuming, cleaning restrooms, and restocking paper and soap supplies.</li> <li>2. Performs routine maintenance to custodial equipment and supplies.</li> <li>3. Empties trash receptacles, disposes trash into compactors and/or dumpsters, and bags trash for proper disposal.</li> <li>4. Unlocks doors, ensuring doors are locked after cleaning areas.</li> <li>5. Reports needs and concerns to appropriate staff, which may include submitting or recommending work orders and checking supply levels.</li> <li>6. For positions within on-campus residence halls, responsible for reporting concerns related to on-campus residents.</li> <li>7. Ensures proper care in the use and maintenance of equipment and supplies.</li> <li>8. Promotes continuous improvement of workplace safety and environmental practices.</li> <li>9. Assists in on-the-job training of new staff on routine procedures.</li> <li>10. Performs cleaning functions specific to the assigned facilities and/or based on seasonal/project requirements.</li> <li>11. May provide vendors with access to areas for cleaning and may answer basic questions.</li> <li>12. May report issues with vendors to supervisor.</li> <li>13. Performs miscellaneous job-related duties as assigned.</li> </ol>
Minimum Requirements:	<ol style="list-style-type: none"> <li>1. High School Diploma or GED.</li> <li>2. Must have a Valid Oklahoma Driver's License.</li> </ol>
Preferred Requirements:	<ol style="list-style-type: none"> <li>1. High School Diploma or GED.</li> <li>2. Two (2) years janitorial experience.</li> </ol>
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	



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#### Competencies:

- Customer Service:** Responds promptly to customer needs.
- Interpersonal Skills:** Maintains confidentiality; Keeps emotions under control.
- 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.
- Teamwork:** Balances team and individual responsibilities.
- Visionary Leadership:** Inspires respect and trust.
- Ethics:** Treats people with respect; Keeps commitments; inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- 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.
- Attendance/Punctuality:** Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.
- Dependability:** Follows instructions, responds to management direction.

#### 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 Required

#### 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**).

- The handling, packaging, processing, storage, disposal or transport of hazardous materials.  
 The operation of an MCN vehicle as part of your primary job function, operation of equipment, machinery or power tools.  
 Repairing, maintaining or monitoring the performance or operation off any equipment, machinery or



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manufacturing process (preparing food where knives and kitchen equipment is used), which could result in

injury or property damage.

- Performing Firefighting, First Responder or EMT duties.
- The operation, maintenance or oversight of critical services and infrastructure including but not

limited to,

electric, gas, and water utilities, power generation or distribution.

- Dispensing Pharmaceuticals.
- Direct patient care or Direct Child, Elderly, or Disabled care.
- An individual performing security, surveillance or law enforcement duties.
- Jobs/positions within MCN governed under the rules/jurisdiction of the Dept. of Transportation.
- 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**

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.