



**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 01/11/2023	Employee Requisition Number ER-23179	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>TRIBAL EDUCATION SPECIALIST</b>			
Pay Grade SG 14	Salary Range \$51,188-66,809	Classification Full Time	
Department: SECRETARY OF EDUCATION/TRAINING	Location: Okmulgee	Location Code: 100	FT/PT 1-Full Time

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

General Summary:	Under the supervision of the Secretary of Education, the Tribal Education Specialist will coordinate projects and data to guide the strategic framework for effective tribal education capacity building efforts.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Manage education development and administration program initiatives from initiation to closure.</li> <li>2. Implementation of departmental goals, objectives, and timelines.</li> <li>3. Works with staff and partnering schools within partnership agreements to ensure collaboration initiatives are carried out.</li> <li>4. Oversight of the Annual Performance Report submission processes.</li> <li>5. Contribute to the continuous improvement of the Tribal Education Department.</li> <li>6. Adherence to program time-lines and maintain budget compliance.</li> <li>7. Develop/create program brochures, flyers, toolkits and materials for specific educational development initiatives.</li> <li>8. Effectively communicate with team members and stakeholders to develop supportive and collaborative partnerships consistent with relevant local education agencies, departmental and governmental policies.</li> <li>9. Meet with SEA officials and partnership LEAs to discuss program needs and efficiency.</li> <li>10. Monitor and disseminate program data.</li> <li>11. Knowledgeable of culturally responsive tools and services.</li> <li>12. Participate and develop professional development plans and other self-directed professional development activities.</li> <li>13. Schedule and facilitate meetings associated with departmental programming.</li> <li>14. Complete reports in a logical and applicable manner and exhibit superior interpersonal and problem-solving skills.</li> <li>15. Dedicate time and effort to effective programming and overall departmental achievement.</li> <li>16. Meet with LEA superintendents and other officials to discuss program needs and efficiency.</li> </ol>



**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

	17. Monitor external and TEA providers, program data and evaluation collection and techniques to determine efficiency of resources including potential needs for new and alternative student opportunities. 18. Perform other coordinating duties as assigned.
Minimum Requirements:	Bachelor Degree in Education/Business
Preferred Requirements:	Master Degree with experience working in Indian Education/Federal programs
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	

**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.



**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

While performing the duties of this Job, the employee is regularly exposed:

- Fumes or airborne particles
- Risk of electrical shock
- Outside weather conditions
- Vibration
- Toxic or caustic chemicals
- 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 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**



**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

---

A. Unless a failure to do would cause The Muscogee (Creek) Nation to imminently loose 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.