



**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 02/08/2023	Employee Requisition Number <b>ER-23227</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>VICTIM ADVOCATE</b>			
Pay Grade SG 12	Salary Range \$40,372-52,728	Classification Full Time	
Department: FAMILY VIOLENCE PREVENTION	Location: Okmulgee	Location Code: 900	FT/PT 1-Full Time

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

General Summary:	The Victim Advocate shall provide a variety of short and long-term advocacy and supportive services to victims/survivors of domestic violence, dating violence, sexual assault and stalking. The Advocate will rotate an on-call schedule to ensure availability of emergency advocacy, 24/7 and 365 days a year, including non-business times such as weekends and holidays. All advocacy and supportive services will be provided in a manner to increase/enhance safety, empower victims/survivors and to be respectful of each individual's right to self-determination. The Advocate will engage with communities and both tribal and non-tribal entities and professionals to provide on-going education and outreach designed to increase awareness and to improve and enhance responses to victims/survivors.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. The Advocate will conduct intake/lethality assessments with victims/survivors to obtain information about the victimization and related history of violence and will work with victims/survivors to identify/address safety concerns and related needs.</li> <li>2. The Advocate will accompany victims/survivors to medical facilities, shelters, law enforcement agencies, court or other appointments as needed and requested by the victim/survivor in order to advocate for and provide the needed support.</li> <li>3. The Advocate will assist in scheduling Sexual Assault Nurse Exams (SANE) and Domestic Violence Nurse Exams (DVNE) and accompany victims/survivors through the exams in order to provide support.</li> <li>4. The Advocate will work with the victim/survivor to develop safety plans and address on-going safety concerns.</li> <li>5. The Advocate will assist the victim/survivor in accessing services/resources to meet emergency, basic needs including shelter, food and clothing and make appropriate referrals as needed.</li> <li>6. The Advocate will maintain strict confidentiality in accordance with tribal code, program policy and procedure and federal grant guidelines.</li> <li>7. The Advocate will provide educational presentations, in-services, etc. in order to increase awareness of domestic violence, dating violence, sexual assault and stalking as well as program services.</li> </ol>



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	<p>8. The Advocate will actively participate in coordinated community response team/task force activities to identify and address barriers to victim safety and help enhance and increase each community's response to victims/survivors while also increasing offender accountability.</p> <p>9. The Advocate will actively participate in on-going training/workshops/meetings to continue to enhance and increase advocacy and professional skills.</p> <p>10. The Advocate will maintain client file with appropriate documentation as well as maintain statistical data to complete monthly and other reports as necessary to demonstrate services provided.</p> <p>11. The Advocate will be knowledgeable of tribal, state and federal policies that impact victim/survivors of domestic violence, dating violence, sexual assault and/or stalking.</p> <p>12. Assume additional responsibilities as may be reasonably expected of a person in this position.</p>
Minimum Requirements:	Bachelor degree in social work or related field and one (1) year of experience in professional social work/social services field. Combined professional and educational experience can also be considered.
Preferred Requirements:	Bachelor degree in social work or related field with professional experience providing advocacy services to victims/survivors of domestic violence, dating violence, sexual assault and/or stalking.
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.



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**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 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



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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.