



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 02/13/2023	Employee Requisition Number ER-23231	JOB OPPORTUNITY	
Title/Position: ENERGY PROGRAM SUPERVISOR			
Pay Grade HG 13	Salary Range \$45,448-59,342	Classification Hourly	
Department: SOCIAL SERVICES OKMULGEE	Location: Okmulgee	Location Code: 91D	FT/PT 1-Full Time

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

General Summary:	Under the supervision of the Program Manger, the Energy Program Supervisor oversees the Energy Program Staff and shall adhere to Tribal Energy and LIHEAP policies to determine eligibility and appropriately place the applicant in the program that will be most beneficial to them.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> 1. Supervises all Energy Program staff and ensures the day to day operations run smoothly. 2. Interview applicant in office, via phone, or at a designated field site. Home visits may be required. 3. Determine client eligibility according to policies and guidelines. 4. Secure and evaluate all required documentation for validity. 5. Advocate for applicant with utility companies. 6. Provide referrals to other departments, community resources and other organizations. 7. Review and process applications in a timely manner. 8. May perform follow-up telephone call or home visit to determine the quality and quantity of services provided to applicant. 9. Maintain well-organized files and databases. 10. Provide monthly reports to the Program Manager. 11. Prepare reports and records on program activities for management. 12. Coordinate departmental activities with the Human Services Executive Assistant to ensure efficiency. 13. Delegate responsibilities. 14. Attend meetings such as Community Meetings, National Council Committee/Monthly Meetings, Inter-Tribal Council of the Five Civilized Tribes, etc. 15. Provide support and guidance to staff. 16. Evaluate program, staff, and application process and initiate new strategies to enhance services. 17. Advises Social Services Program Manager of problems/issues, concerns or special needs of staff and provides feedback to the Program Manager. 18. Maintain public relations with superiors and other networking/service agencies.



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	19. Maintain confidentiality on all Social Services applicants and personnel. 20. Must be able to attend meetings/conferences that may require overnight travel. 21. Assume additional duties and responsibilities as may be reasonably expected of a person in this position.
Minimum Requirements:	Bachelor's Degree (B.A.) or 5 (five) years related experience in social services or related field.
Preferred Requirements:	Bachelor's Degree (B.A.) or three (3) years supervisory experience in social services or related field.
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:



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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:

- | | | |
|--|---|---|
| <input type="checkbox"/> Fumes or airborne particles | <input type="checkbox"/> Outside weather conditions | <input type="checkbox"/> Toxic or caustic chemicals |
| <input type="checkbox"/> Risk of electrical shock | <input type="checkbox"/> Vibration | <input type="checkbox"/> 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.



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Medical Marijuana License Holder Protection and Non-Discrimination

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.