



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 02/14/2023	Employee Requisition Number	JOB OPPORTUNITY	
Title/Position: SOCIAL WORKER			
Pay Grade HG 11	Salary Range \$35,859-46,820	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 Supervisor, the Social Worker shall counsel, advocate, and provide referrals for Native American households to meet certain unmet essential needs while promoting self-sufficiency and financial stability. Adhere to program established policies and guidelines to determine eligibility, assess employability, 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. Interview applicant with personal and family adjustments, struggling with finances, lack of employment, seeking food, clothing, shelter and utility costs. Applicant may suffer from mental and physical impairments. 2. Determine client eligibility for financial assistance. 3. Develop Case Plans to assist applicant's increase in self-sufficiency and identify attitudes and patterns of behavior by increasing self-awareness of personal and financial problems. 4. Counsel applicant regarding case plan in achieving self-sufficiency and financial stability, and assist applicant in utilizing inner capacities and available resources to improve social and economic functioning. 5. Secure and evaluate required documentation including medical reports, employment verification, repair receipts, etc., contributing to the applicant's situation. 6. Make referrals when needed to available community resources and other organizations. 7. Advocate for applicant with utility companies, property owners, and funeral homes. 8. Maintain well-organized files for active clients. 9. Review and process applications in a timely manner.



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	<p>10. May perform follow-up by home visit or telephone to determine quality and quantity of services provided to client and the status of client's situation.</p> <p>11. May visit clients in their homes, at designated field sites or in shelters, day centers, etc.</p> <p>12. May review, amend and/or develop distribution plans for supervised Individual Indian Money Accounts.</p> <p>13. Maintain confidentiality on all Social Services applicants and personnel.</p> <p>14. Assume additional duties and responsibilities as may be reasonably expected of an employee in this position.</p>
Minimum Requirements:	Bachelor's Degree.
Preferred Requirements:	Bachelor's Degree with two (2) years experience in Social Services of 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.



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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.