



**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<br>03/06/2023                       | Employee Requisition Number<br><b>ER-23274</b> | <b>JOB OPPORTUNITY</b>   |                         |
| Title/Position:<br><b>ASSOCIATE TRIBAL LIAISON</b> |  |                          |                         |
| Pay Grade<br>HG 11                                 | Salary Range<br>\$35,859-46,820                | Classification<br>Hourly |                         |
| Department:<br>CITIZENS AT LARGE                   | Location:<br>Okmulgee                          | Location Code:<br>1501   | FT/PT<br>1-Full<br>Time |

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

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|--|--|
| General Summary:                       | Under the supervision of the Tribal Liaison the Associate Tribal Liaison will assist where needed to provide services to all Mvskoke Citizens that fall into gaps in services, assuring that all Mvskoke citizens are provided with a holistic and comprehensive case navigation.  |
| Principal Duties and Responsibilities: | <ol style="list-style-type: none"> <li>1. Maneuver through barriers and provide advocacy for services and resources.</li> <li>2. Investigate concerns regarding complaints of lack of customer service, lack of provision of services with in the program.</li> <li>3. Incorporate training and updated information of tribal wide changes to services within each department.</li> <li>4. Conduct and participate in employee meetings.</li> <li>5. Balances team and individual responsibilities. Writes clearly and is able to interpret written information.</li> <li>6. Maintains efficient management of cases and case files.</li> <li>7. Prepare intake interviews for citizens to determine eligibility for services.</li> <li>8. Link citizens to possible resources, manipulate barriers, and advocate for needed services and resources both within the Nation and where the citizens may reside.</li> <li>9. Maintain an updated list of resources for citizen referral.</li> <li>10. Maintain case management records for monthly reporting.</li> <li>11. Provide follow-up communication to ensure citizens needs were met to the fullest.</li> </ol> |



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|   | <p>12. Develop and maintain collaborative relationships with vendors, service contractors, and internal departments and programs.</p> <p>13. Works closely with manager and director to communicate citizens' concerns and needs and improve services and processes as needed.</p> <p>14. Participate in education and job training as needed.</p> <p>15. Provide, support, and promote cultural events and activities.</p> <p>16. Maintain client confidentiality at all times.</p> <p>17. Must maintain a professional image at all times.</p> <p>18. Other duties as assigned.</p> |
| Minimum Requirements:                         | Associates Degree in Tribal Services or 4 years of experience n a social services environment with case management experience preferably in a tribal setting.   |
| Preferred Requirements:                       | Bachelor's Degree in social work and 2 years of case management experience in a tribal environment.   |
| 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 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.