



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 03/10/2023	Employee Requisition Number ER-23284	JOB OPPORTUNITY	
Title/Position: MERCHANDISING ASSOCIATE			
Pay Grade HG 8	Salary Range \$25,168-32,822	Classification Hourly	
Department: MVSKOKE MEDIA	Location: Okmulgee	Location Code: 62	FT/PT 1-Full Time

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

General Summary:	The Merchandising Associate will be responsible for preparing, sorting, picking up, delivering, tagging, pricing, and organizing merchandise for the Mvskoke Markets as well as assisting with the manager of various sales and marketing campaigns, filling in as a floating clerk as needed, and other duties as assigned.
Principal Duties and Responsibilities:	<p>Ideal candidate for the Merchandising Associate must possess an attention to detail, self motivated, ability to work within tight deadlines. The position is responsible for inventory processing as well as filling in as a floating store clerk as needed. Set-up and maintain an appealing retail environment and assist customers with their shopping and purchase of merchandise. Devote himself/herself to ensuring satisfaction to customers. Attend company meetings as required.</p> <p>Maintain a follow-up system that encourages follow through with assigned projects. Establish personal performance goals that are consistent with company standards of productivity and devise a strategy to meet those goals. Deal with customer complaints in a sensible manner by showing empathy and a pleasant attitude to show our commitment to excellent customer service and to increase customer satisfaction and loyalty.</p> <p>Conduct telephone interactions courteously and promptly. Be precise in all cash register transactions, taking accurate credit card and cash payments for purchases. Make sure that the merchandise displays are dusted, clean, fully stocked, and appealing to customers. Help with the organize, set-up, and present such special events. Must be able to set up and work special events outside of company hours. Must be able to travel and work festivals. Work directly with project managers, designers, social media, and content teams to design and implement key marketing campaigns.</p>
Minimum Requirements:	High school diploma or equivalent with experience handling transactions and strong communication skills.
Preferred Requirements:	An Associates degree or equivalent experience.
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses	Must be eligible to drive between market locations.



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required:	
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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.

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.



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- 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

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.



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