



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 05/15/2023	Employee Requisition Number ER-23395	JOB OPPORTUNITY	
Title/Position: DIRECTOR			
Pay Grade MG 10	Salary Range \$72,987-95,201	Classification Management	
Department: HUMAN RESOURCES	Location: Okmulgee	Location Code: 51	FT/PT 1-Full Time

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

General Summary:	Plans and administers policies relating to all phases of human resources activity by performing the following duties personally or through subordinate supervisors
Principal Duties and Responsibilities:	<p>Identifies legal requirements and government reporting regulations affecting human resources functions and ensures policies, procedures, and reporting are in compliance.</p> <p>Recruits, interviews, tests, and selects employees to fill vacant positions.</p> <p>Plans and conducts new employee orientation to foster positive attitude toward company goals.</p> <p>Keeps records of benefits plans participation such as insurance and pension plan, personnel transactions such as hires, promotions, transfers, performance reviews, and terminations, and employee statistics for government reporting.</p> <p>Coordinates management training in interviewing, hiring, terminations, promotions, performance review, safety, and sexual harassment.</p> <p>Approves all tribal training with HR Trainer for MCN via classroom and modules.</p> <p>Advises management in appropriate resolution of employee relations issues. Responds to inquiries regarding policies, procedures, and programs.</p> <p>Administers performance review program to ensure effectiveness, compliance, and equity within organization.</p> <p>Administers salary administration program to ensure compliance and equity within organization.</p> <p>Administers benefits programs such as life, health, dental and disability</p>



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	<p>insurances, pension plans, vacation, sick leave, leave of absence, and employee assistance. Investigates accidents and prepares reports for insurance carrier.</p> <p>Provides materials (Written/Video) on benefits/401K, to be distributed to all employees.</p> <p>Reviews quarterly Native Blue Statement to track MCN Benefits and RX Savings to Muscogee (Creek Nation).</p> <p>Conducts wage surveys within labor market to determine competitive wage rate. Prepares budget of human resources operations.</p> <p>Conducts salary and turnover benchmark studies for MCN</p> <p>Prepares employee separation notices and related documentation, and conducts exit interviews to determine reasons behind separations.</p> <p>Prepares reports and recommends procedures to reduce absenteeism and turnover.</p> <p>Represents organization at personnel-related hearings and investigations.</p> <p>Contracts with outside suppliers to provide employee services, such as canteen, transportation, or relocation service.</p> <p>Advise National Council on NCA Laws and Proposed changes affecting Human Resources.</p> <p>Makes updates to MCN Policy Procedure Manual.</p> <p>Conducts Management and software training for all staff.</p> <p>Final approval for all jobs</p> <p>Approves timesheet/PAR/Requisitions for Human Resources department</p>
<p>Minimum Requirements:</p>	<p>Bachelor's degree (B. A) From four-Year College or university; or one to five years related experience and/or training in Human Resources; or equivalent combination of education and experience.</p>
<p>Preferred Requirements:</p>	<p>Master's degree or higher in related field.</p>
<p>Valid Oklahoma Driver's License required?</p>	<p>Yes</p>
<p>Please list any additional licenses required:</p>	<p></p>



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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.
- The operation of an MCN vehicle as part of your primary job function, operation of equipment, machinery or



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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.