



**SAFETY SENSITIVE POSITION**

**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 08/28/2023	Employee Requisition Number ER-23533	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>CPS INVESTIGATOR</b>			
Pay Grade SG 12	Salary Range \$40,372-52,728	Classification Full Time	
Department: CHILDREN FAMILY & SERVICES	Location: Okmulgee	Location Code: 93	FT/PT 1-Full Time

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

General Summary:	<p>Under the Supervision of the Family Protection Team Program Manager, the Child Protection Services (CPS) Worker will conduct safety and risk assessments and investigations of child abuse and neglect reports. The CPS worker will also provide 24 hour response to emergency situations involving an alleged abused or neglected child. The CPS worker will coordinate with appropriate agencies in conducting assessments and investigations when necessary. The CPS worker will determine appropriate interventions for families following completion of assessments and investigations. The CPS worker will perform the following: conduct individual and family assessments; develop family services plans; locate and coordinate services with community, tribal and state social services agencies to prevent the breakup of Indian families; attend court hearings, provide testimony and make recommendations when necessary. The CPS worker shall be knowledgeable of the following: principles and practices of social work; child development stages; psychological and physical needs of abused/neglected children; basic courtroom terminology and procedures.</p>
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Conduct safety and risk assessments and/or intensive investigations of reported child abuse and neglect.</li> <li>2. Work in coordination with Lighthorse Police, or other city or county law enforcement agencies and the Oklahoma Department of Human Services Child Protection Services in conducting assessments/investigations when necessary.</li> <li>3. Determine appropriate interventions for families, including referral to preventative services or removal of children from their homes.</li> <li>4. Conduct individual and family assessments to determine the strengths and needs of children and their parents/custodians.</li> <li>5. Develop service (safety) plans designed to prevent the breakup of families.</li> <li>6. Assist families in locating and determining appropriate resources and services.</li> <li>7. Maintain regular contact with children and families by conducting home, school and work visits when necessary.</li> </ol>



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	8. Transport children to foster care placements, medical appointments, visitations, etc. 9. Complete investigative reports and provide to the Attorney General. 10. Attend tribal court hearings and provide testimony when necessary. 11. Provide written reports and make recommendations regarding removal, visitations, reunification, etc. to the court. 12. Maintain efficient management of cases and case files. 13. Complete weekly, monthly, quarterly, and/or annual statistical and/or narrative reports. 14. Maintain confidentiality of CFSA programs and caseloads. 15. Participate in CFSA and ICW staff meetings. 16. Attend multi-disciplinary team meetings and other meeting when required. 17. Attend trainings, workshops or other educational programs. 18. Perform other duties as assigned.
Minimum Requirements:	Bachelor's Degree in Social Work or other relevant human service field and one (1) year experience working with children, parents and/or families.
Preferred Requirements:	Master's Degree in Social Work or other relevant human service field, two (2) years' experience working with children, parent, or families and one (1) year experience conducting interviews/investigations. Special Considerations: Knowledge of Muscogee (Creek) language and culture.
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.



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- 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 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.



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#### **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.