**SAFETY SENSITIVE POSITION**

**Muscogee (Creek) Nation**

**Human Resource Management Services**

**Employee Requisition**

<table>
<thead>
<tr>
<th>Submitted Date</th>
<th>Employee Requisition Number</th>
<th>JOB OPPORTUNITY</th>
</tr>
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<tbody>
<tr>
<td>10/18/2023</td>
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**Title/Position:**

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Salary Range</th>
<th>Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>SG 17</td>
<td>$72,987-95,201</td>
<td>Full Time</td>
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**Department:** INFORMATION TECHNOLOGY

<table>
<thead>
<tr>
<th>Location:</th>
<th>Location Code:</th>
<th>FT/PT</th>
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<tbody>
<tr>
<td>Okmulgee</td>
<td>55</td>
<td>1-Full Time</td>
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**COMPLETED EMPLOYMENT APPLICATION IS REQUIRED.**

**MUSCOGEE (CREEK) AND INDIAN PREFERENCE.**

**General Summary:**

Under general supervision, assists in the planning and implementation of IT system, business operation, and facility defenses against breaches and vulnerability issues. The IT Security Analyst role is to ensure data confidentiality, integrity and availability by assisting with audits of existing systems, and administering security policies, activities and standards.

**Principal Duties and Responsibilities:**

1. Perform risk assessments to identify control strengths/weaknesses, assess the effectiveness of existing controls, and recommends remedial action.
2. Responds to security requests, problems reports, questions, and incident reports; recommends or takes corrective action and follow-up on corrective actions to ensure that threats and vulnerabilities are addressed.
3. Provides assistance with the definition, implementation, maintenance and monitoring of information security requirements for applications, systems and other technology resources.
4. Assist in strategic security planning to achieve business goals by recommending initiatives and coordinating the evaluation, deployment, and management of current and future security technologies.
5. Assist with the development, implementation, maintenance, and enforcement of policies, procedures and associated plans for system security administration and user system access based on industry-standard best practices.
6. Assist with audits of compliance with established security policy and procedure.
7. Work closely with IT department on technology development to fully secure information, computer, network, and processing systems.
8. Assist with the design and implementation of disaster recovery and business continuity plans, procedures, and enhancements.
9. Performs other related duties as assigned.
10. Design security policy education, training, and awareness activities; monitoring compliance with security policy and applicable law; and coordinating investigation and reporting of security incidents. Primarily responsible for application security assessments.
11. Write specifications for business requirements and design IT
systems and components that meet these requirements, ensuring quality, efficiency, compatibility with existing IT systems and networks.

<table>
<thead>
<tr>
<th>Minimum Requirements:</th>
<th>1. Minimum Requirements – Associates Degree and 5 years of experience in Information Technology</th>
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</thead>
<tbody>
<tr>
<td>Preferred Requirements:</td>
<td>2. Preferred Requirements - 2 years of job related experience Customer Service and/or Help Desk, Applications Support, BS Computer Science / Finance</td>
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<tr>
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<td>3. Prior experience in information security including experience in planning and executing security policies</td>
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<td>4. Prior experience or working knowledge of Sarbanes-Oxley</td>
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| Valid Oklahoma Driver’s License required? | Yes |

| Please list any additional licenses required: | Security+, CYSA+, CEH, CRISC, CISA, CISSP preferred |

**Customer Service:** Responds promptly to customer needs; Responds promptly to voicemails and emails.

**Professionalism/Interpersonal Skills:** Maintains confidentiality; Keeps emotions under control; Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of status or position.

**Time Management:** Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives.

**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.

**Analytical Skills:** Collects and researches data; Uses intuition and experience to complement data.

**Teamwork:** Balances team and individual responsibilities; Exhibits objectivity and openness to others’ views. Gives and welcomes feedback; Contributes to building a positive team environment; Supports everyone’s efforts to succeed.

**Leadership:** Inspires respect and trust; Motivates and effectively influences others; Provides appropriate recognition; Identifies and resolves problems in a timely manner; Uses sound judgement; Makes timely decisions.

**Ethics:** Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values. Adheres to policies and procedures.

**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, including cyber security.
Attendance/Punctuality: Regular and on time attendance. Arrives at meetings and appointments on time.

Dependability: Follows instructions, responds to management direction; Takes responsibility for own actions.

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:

- [X] 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.
- [X] 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.