**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>
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<tbody>
<tr>
<td>11/06/2023</td>
<td>ER-24112</td>
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**Title/Position:**
GREENHOUSE WORKER

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Salary Range</th>
<th>Classification</th>
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<tbody>
<tr>
<td>SG 11</td>
<td>$35,859-46,820</td>
<td>Full Time</td>
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<thead>
<tr>
<th>Department:</th>
<th>Location:</th>
<th>Location Code:</th>
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<tbody>
<tr>
<td>REINTEGRATION PROGRAM</td>
<td>Henryetta</td>
<td>106</td>
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<tr>
<th>FT/PT</th>
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<th>Full Time</th>
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**COMPLETED EMPLOYMENT APPLICATION IS REQUIRED.**
**MUSCOGEE (CREEK) AND INDIAN PREFERENCE.**

**General Summary:**
Under the supervision of the Reintegration Program Manager, the Nursery/Greenhouse Worker position is responsible for the overall daily operations of the nursery and greenhouse while utilizing their strong understanding of plant biology and horticulture, as well as understanding and experience in greenhouse and pest control. Responsible for developing and implementing production schedules, supervising male/female adult offender volunteers, maintaining inventory, and overseeing all aspects of greenhouse operations. Their work is physically demanding and requires a variety of skills, including plant biology knowledge, attention to detail, and customer service skills.

**Principal Duties and Responsibilities:**
- Oversee greenhouse operations, including monitoring and adjusting environmental conditions
  - Maintain inventory of plants, seeds, and other supplies
  - Planting flowers, trees, and other types of plants in specially designated areas within the greenhouse
  - Planning: Will implement production schedules to develop a comprehensive plan that outlines the following:
    - The crops to be grown
    - The desired harvest dates
    - The resources available (e.g., greenhouse space, labor, equipment)
    - The growing requirements of each crop (e.g., temperature, light, water)
    - The market demand for each crop
  - Collecting specific data about the plans in greenhouse and how they evolve over time, to help with various scientific inquiries
  - Develop and implement production schedules for the:
    - Propagate via the process of germinating seeds, rooting cuttings, division and grafting plants
    - Cultivate via the science and art of growing and caring for plants. A complex and interdisciplinary field that encompasses a wide range of topics, including plant biology, soil science, pest management, and agricultural economics.
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<tr>
<th>Minimum Requirements:</th>
<th>Associate's degree (A. A.) or equivalent from two-year college or technical school; or six months to one-year related experience and/or training; or equivalent combination of education and experience in horticulture, agriculture, or a related field.</th>
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<tr>
<td>Preferred Requirements:</td>
<td>Associates Degree with 3-5 years of experience in nursery or greenhouse management.</td>
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<tr>
<td>Valid Oklahoma Driver’s License required?</td>
<td>Yes</td>
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<tr>
<td>Please list any additional licenses required:</td>
<td>none</td>
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</table>
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. Works within the approved budget; Conserves organizational resources.

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: ☐ 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 of 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 lose 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.