



**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 3/20/2024 3:28 PM	Employee Requisition Number <b>ER-24269</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>SENIOR ARCHAEOLOGIST</b>			
Pay Grade SG 14	Salary Range \$51,188-66,809	Classification Full Time	
Department: Cultural Preservation	Location: Okmulgee	Location Code: 209	FT/PT Full Time

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

General Summary:	<p>This position will work within the Historic and Cultural Preservation Department (HCPD), the Tribal Historic Preservation Office (THPO), and the Archaeological Division to carry out archaeological work for the MCN. This position will serve as a Principal Investigator and provide professional and technical archaeological assessments/reports and cultural resource surveys for the identification of cultural resources within the boundaries of the MCN reservation and/or on lands of historic interest in the southeastern United States. This includes following compliance with Federal Preservation Laws that protect cultural resources and archaeological properties, conducting subsurface investigations, assistance with geophysical surveys (GPR, Magnetometer), record keeping, supervising a field crew, conducting laboratory analyses of artifacts, keeping field equipment clean and in working order, and working with HCPD, THPO, and other government agencies to help mitigate project impacts to cultural resources significant to the Nation.</p>
Principal Duties and Responsibilities:	<ul style="list-style-type: none"> <li>• Participation in the planning and performance of archaeological field projects.</li> <li>• Planning pre-field research, conducting field projects, providing supervision to field technicians and Heritage Resource Technicians (HRT's).</li> <li>• Authoring technical reports of findings, completing site inventory forms, preparation of maps, organizing tables that summarizes cultural resource information (artifacts, shovel tests, soils, etc.).</li> <li>• Oversee archaeological monitoring, survey, evaluation, data recovery projects, assist with NAGPRA reburials as needed, and travel that requires you to be away from home for at least one-week per trip.</li> <li>• Supervise pedestrian reconnaissance, shovel tests, test unit excavation, mechanical excavation monitoring, as well as site documentation and artifact analyses.</li> <li>• Oversee pre-contact and post-contact artifact identification, documented features and other archaeological deposits, prepare site descriptions, photograph features and artifacts, prepare sketch maps of sites, and complete field forms completely and accurately.</li> <li>• Train staff on laboratory investigations, wash and process recovered materials and analytical samples, perform supervised analysis, label and package</li> </ul>



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	artifacts for curation, and conduct computerized data entry. • Use GIS to create maps for reports and to document cultural resources. • Assist with GPR (ground penetrating radar) and magnetometer surveys, Cemetery Crew projects, Cemetery Recordation Reports, NAGPRA compliance, and conduct Section 106 reviews • Work in the office and outdoors in a variety of field conditions (rugged terrain, remote locations, hot and cold temperatures) and around construction equipment • May be asked to attend out-of-state consultations with agencies in our homelands.
Minimum Requirements:	A graduate degree in Anthropology; Qualification under the Secretary of the Interior Standards (48 FR 44716) in Archaeology; RPA, or eligible for RPA; A minimum of 5 years of supervisory experience in field archaeology and/or cultural resource management; Must be able to interact with the public with a high degree of professionalism. Good organizational skills, positive attitude, strong work ethic, and willingness to learn. All candidates should have knowledge of Muscogee history and culture.
Preferred Requirements:	A graduate degree in Anthropology; Qualification under the Secretary of the Interior Standards (48 FR 44716) in Archaeology; RPA, or eligible for RPA; A minimum of 7 years of supervisory experience in field archaeology and/or cultural resource management; Must be able to interact with the public with a high degree of professionalism; Good organizational skills, positive attitude, strong work ethic, and willingness to learn. All candidates should have knowledge of Muscogee history and culture. Preferred knowledge of the National Historic Preservation Act (NHPA-Section 106) and the Native American Graves Protection and Repatriation Act (NAGPRA).
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	none

- 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



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- Ethics:** appropriate recognition; Identifies and resolves problems in a timely manner; Uses sound judgement; Makes timely decisions. Works within the approved budget; Conserves organizational resources. 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

#### 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



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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.