



**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 4/4/2024 1:27 PM	Employee Requisition Number <b>ER-24304</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>SECRETARY OF COMMERCE</b>			
Pay Grade Negotiable	Salary Range Negotiable	Classification Negotiable	
Department: ADMINISTRATIVE OFFICE (CHIEF'S)	Location: Okmulgee	Location Code: 01	FT/PT Full Time

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

General Summary:	<p>Under the direction of the Principal Chief, the Secretary of Commerce is responsible to foster, promote and develop the domestic and foreign commerce of the Muscogee Nation. Additionally, the Secretary is responsible to foster, serve and promote the Nation's economic development and technological advancement, Plans and executes department goals by managing, developing and implementing various programs through the following divisions:</p> <ul style="list-style-type: none"> <li>- Marketing and Tourism</li> <li>- Recreation</li> <li>- Fountainhead Golf Course</li> <li>- Mvskoke Loan Fund</li> <li>- Enterprise &amp; Economic Development</li> </ul>
Principal Duties and Responsibilities:	<p>Supervisory Responsibilities:</p> <ul style="list-style-type: none"> <li>- Recruit, interview, hire, and train direct reports.</li> <li>- Oversee the daily workflow of the department, approve leave requests and timesheets</li> <li>- Manage direct reports by establishing, department policies, and procedures and work performance standards.</li> <li>- Enforce and ensure compliance with administrative and legislative policies</li> <li>- Provide constructive and timely performance evaluations; recommend employee awards and merit increases</li> <li>- Maintain updated job descriptions</li> <li>- Coordinate and conduct staff development programs; ensure employees have necessary resources to perform job duties</li> <li>- Conduct staff meetings; motivate employees and encourage communication and continuous process improvement</li> <li>- Manage discipline and termination of employees in accordance with MCN policy</li> </ul> <p>Duties/Responsibilities</p> <ul style="list-style-type: none"> <li>- Develop an annual plan for the Department of Commerce and organize the major functions and programs consistent with the administrative structure</li> </ul>



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	<ul style="list-style-type: none"> <li>- Develop and implement program plans to achieve the physical development and goals and objectives of the Nation.</li> <li>- Coordinate the preparation of program progress evaluation and quarterly reports for all programs of responsibility</li> <li>- Maintain essential records, including but not limited to client service records.</li> <li>- Promote positive public relations for the Tribe.</li> <li>- Responsible for budget management,; fiscally responsible to ensure proper utilization of tribal resources; monitors and approves purchase orders and travel authorization</li> <li>- In state, out of state and foreign travel required</li> <li>- Performs other duties as assigned.</li> </ul>
Minimum Requirements:	
Preferred Requirements:	<p>Education: Master's degree in Business Administration or related field.          Experience: Ten years of experience in Economic Development; leadership and management          Special Skills: Experience working in a diverse multi-cultural organization.          Knowledge of the Muscogee (Creek) Nation          Certifications and licenses: International Economic Development Council: Certified Economic Developer (CEcD) Certification          Preference: Muscogee and Indian Preference</p>
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	n/a

- 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.