



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 4/22/2024 4:28 PM	Employee Requisition Number ER-24322	JOB OPPORTUNITY	
Title/Position: CHILD CARE ASSISTANCE CASEWORKER			
Pay Grade SG 11	Salary Range \$35,859-46,820	Classification Full Time	
Department: CHILD CARE	Location: Okmulgee	Location Code: 98	FT/PT Full Time

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

General Summary:	Under the supervision of the Child Care Assistance Supervisor must be able to work well with the public, possess excellent communication skills and operate various types of office equipment.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> 1. Good working knowledge certification and eligibility requirements of CCDF rules and regulations. 2. Provide information on the application process by telephone or in person, review needs, and determine eligibility for the potential client. 3. Manage and re-certify client cases for the CCDF program. 4. Prevent dual participation in child care assistance program. 5. Communicate and generate decision letters to clients through the application process. 6. Request and send appropriate documentation to clients and providers. 7. Encode and maintain client information into Child Care Assistance (CCA) Data Base. 8. Manage and maintain clients (parents & children) using the Laserfiche Repository. 9. Calculate and process monthly payments to child care providers. 10. Coordinate with other Office of Child Care units, Licensing and Monitoring, Resource and Referral and Child Development Center to comply with CCDF policy and procedure. 11. Coordinate with other Muscogee (Creek) Nation, other tribal and non-tribal programs such as: Controllers Office/Contracts, child care subsidy program, Employment and Training, Children and Family Services, TANF, Child Support Enforcement, Head Start, Citizenship and Tribal College. 12. Knowledge and provide resource services to clients, such as: education, employment search, crisis intervention, social services, school clothing assistance and medical services. 13. Maintain client, provider and personnel confidentiality. 14. Maintain information in the client and provider files. 15. Maintain and generate reports and documentation as required by the



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	Child Care Assistance Supervisor. 16. Generate Weekly Reports. 17. Provide outreach services such as: on-site visits to a child care provider, centers and homes for continue child care subsidy support. 18. Report suspected child abuse and neglect as required by the law. 19. Knowledge of operating various types of office equipment. 20. Safely operate tribal vehicle and comply with regulations governing vehicle use. 21. Perform other duties as assigned.
Minimum Requirements:	
Preferred Requirements:	Associate's Degree in computer science or related field.
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	

- 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:** 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.



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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
- 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:



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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.