



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 1/23/2024 8:58 AM	Employee Requisition Number ER-24324	JOB OPPORTUNITY	
Title/Position: VICTIM ADVOCATE		3 positions available	
Pay Grade SG 13	Salary Range \$45,448-59,342	Classification Full Time	
Department: CENTER FOR VICTIM SERVICES	Location: Okmulgee	Location Code: 900	FT/PT Full Time

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

General Summary:	The Advocate shall provide a variety of short and long-term advocacy and supportive services to victims/survivors of domestic violence, dating violence, sexual assault, stalking, human trafficking and other violent crime. The Advocate will rotate an on-call schedule to ensure availability of emergency advocacy, 24/7 and 365 days a year, including non-business times such as weekends and holidays. All advocacy and supportive services will be provided in a manner to increase/enhance safety, empower victims/survivors and to be respectful of each individual's right to make the decisions they feel best for them. The Advocate will engage with communities and both tribal and non-tribal entities and professionals to provide on-going education and outreach designed to increase awareness and to improve and enhance responses to victims/survivors. The Advocate will become part of a dynamic team of advocacy professionals dedicated to enhancing safety and support to victims of crime on the Muscogee reservation. Opportunity for primary office location to be Jenks, Muskogee or Okmulgee.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> 1. Conduct intake/lethality assessments with victims/survivors to obtain information about the victimization and related history of violence and will work with victims/survivors to identify/address safety concerns and related needs. 2. Will provide support and advocacy to victims/survivors as they engage with law enforcement, prosecutors and service providers in order to access critical support and services to increase their safety. 3. Assist in coordinating and accompanying victims/survivors to Sexual Assault Nurse Exams (SANE) and Domestic Violence Nurse Exams (DVNE) to provide support. 4. Will work with the victim/survivor to develop safety plans and address on-going safety concerns. 5. Will assist the victim/survivor in accessing services/resources to meet emergency, basic needs including shelter, food and clothing and make appropriate referrals as needed. 6. The Advocate will maintain strict confidentiality in accordance with tribal code, program policy and procedure and federal grant guidelines. 7. Will assist with outreach and awareness activities designed to increase awareness of crime victimization, the traumatic impact on



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	survivors/families/community and to promote program services. 8. Actively participate in coordinated community response team/task force activities to identify and address barriers to victim safety and help enhance and increase each community's response to victims/survivors while also increasing offender accountability. 9. Actively participate in on-going training/workshops/meetings to continue to enhance and increase advocacy and professional skills. 10. Maintain client file with appropriate documentation as well as maintain statistical data to complete monthly and other reports as necessary to demonstrate services provided. 11. Will be knowledgeable of tribal, state and federal policies that impact crime victim/survivors. 12. Assume additional responsibilities as may be reasonably expected of a person in this position.
Minimum Requirements:	Bachelor degree in social work or related field and one (1) year of experience in professional social work/social services field. Combined professional and educational experience can also be considered.
Preferred Requirements:	Bachelor degree in social work or related field with professional experience providing advocacy services to victims/survivors of domestic violence, dating violence, sexual assault and/or stalking.
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.
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.



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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:

- | | | |
|--|---|---|
| <input type="checkbox"/> Fumes or airborne particles | <input type="checkbox"/> Outside weather conditions | <input type="checkbox"/> Toxic or caustic chemicals |
| <input type="checkbox"/> Risk of electrical shock | <input type="checkbox"/> Vibration | <input type="checkbox"/> 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.



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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.