



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 03/24/2016	Employee Requisition Number	JOB OPPORTUNITY	
Title/Position: SRS CASE WORKER			
Pay Grade SG 11	Salary Range \$35,859-46,820	Classification Full Time	
Department: CHILDREN FAMILY & SERVICES	Location: Okmulgee	Location Code: 93	FT/PT 1-Full Time

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

General Summary:	<p>Under the supervision of the State Reunification Services Program Manager, the State Reunification Services Worker will attend state court proceedings involving abused and neglected Muscogee (Creek) children to ensure compliance with the Indian Child Welfare Act. The State Reunification Services Worker will coordinate with state child welfare agencies in providing services to Muscogee (Creek) children and their families. The State Reunification Services Worker will perform the following: conduct individual and family assessments; develop family service plans; locate and coordinate services with community, tribal and state social service agencies to assist families with reunification; conduct home visits and house assessments; transport children to services, visits, etc.; supervise visits; report families' progress on service plans and make recommendations to the court. The State Reunification Services Worker shall be knowledgeable of the following: principals and practices of social work; child development stages; physical and psychological needs of abused/neglected children; basic court terminology and procedures.</p>
Principal Duties and Responsibilities:	<p>Principal Duties and Responsibilities:</p> <ol style="list-style-type: none"> 1. Attend dispositional, review and other hearings in state courts to ensure that state child welfare agencies and courts are complying with the Indian Child Welfare Act and provide testimony when necessary. 2. Maintain regular contact with state child welfare agencies and request information regarding status of cases. 3. Coordinate with state child welfare agencies in providing reunification services to Muscogee (Creek) children and their families. 4. Conduct individual and family assessments to determine strengths and needs of children and their parents/guardians. 5. Develop family service plans designed to reunify children with their families. 6. Provide case management services, including home visits, house assessments, supervision of visits and transportation. 7. Provide written reports regarding the family's progress on service plans and make recommendations regarding foster care placement,



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	visitation, reunification, termination, etc. to the court. 8. Maintain efficient management of cases and case files. 9. Complete weekly, monthly, quarterly and/or annual statistical and/or narrative reports. 10. Maintain confidentiality of CFSA programs and caseload 11. Participate in CFSA and ICW staff meetings. 12. Attend multi-disciplinary team meetings and other meetings when required. 13. Attend trainings, workshops or other educational programs. 14. Perform other duties as assigned.
Minimum Requirements:	1. Minimum Requirements – Bachelors Degree in Social Work or other related field and five (1) year experience working with children, parents and/or families.
Preferred Requirements:	2. Preferred Requirements – Master’s Degree in Social Work or other related field and three (3) years experience working with children, parents and/or families. 3. Special Considerations – Knowledge of Muscogee (Creek) language and culture.
Valid Oklahoma Driver’s License required?	Yes
Please list any additional licenses required:	

Competencies:

- Customer Service:** Responds promptly to customer needs.
- Interpersonal Skills:** Maintains confidentiality; Keeps emotions under control.
- 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.
- Teamwork:** Balances team and individual responsibilities.
- Visionary Leadership:** Inspires respect and trust.
- Ethics:** Treats people with respect; Keeps commitments; inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- 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.
- Attendance/Punctuality:** Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.



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Dependability: Follows instructions, responds to management direction.

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

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.