

SAN CARLOS APACHE TRIBE

HUMAN RESOURCES DEPARTMENT
P.O. Box 0
San Carlos, Arizona 85550
(928) 475-2361 ❖ Fax (928) 475-2296

Terry Rambler
Tribal Chairman



Tao Etpison
Tribal Vice-Chairman

JOB VACANCY

| VACANCY ANNOUNCEMENT NO. | OPENING DATE | CLOSING DATE |
|--|---------------------------|-------------------|
| #20-037 | November 7, 2019 | Open Until Filled |
| POSITION TITLE AND DEPARTMENT | SALARY | |
| Social Work Faculty San Carlos Apache College | \$50,000.00 Per Annum. | |

APPLICATIONS ARE AVAILABLE AT THE TRIBAL HUMAN RESOURCES OFFICE
(Applications must be received in the Human Resources Office by close of business on the closing date)

CONDITIONS OF EMPLOYMENT:

- Regular Full Time position. (Exempt) (Grant funded position; Continued employment dependent on contract/grant)
- Applicant must sign faculty contract with the Apache College (9-month contract for school year with possible additional summer teaching opportunities).
- Applicant must submit a cover letter, resume, two (2) letter of recommendation, and copies of college transcripts for full consideration. **NOTE: Applicant must submit a copy with application.**
- Work schedule: Work schedule may consist of working beyond normal business hours to support college activities and may also be required to work weekends, evenings and holidays.
- Applicant will be subject to and pass a Federal, State, County and Tribal Background Check. **Note: Applicants must meet this requirement by completing Item No. 15, on the Application for Employment.**
- Applicant **must** complete a "Child Care & Indian Child Care Worker Position" form to determine your suitability for tribal employment, to authorize a background investigation, and to certify the accuracy of all information in your application. Under P.L. 101-630 Indian Child Protection Act, anyone who answers in the affirmative will be found ineligible and unsuitable for employment with the San Carlos Apache Tribe. **If you make a false statement in any part of your application, you may not be hired or you may be terminated after you begin work.**
- In accordance with the San Carlos Apache Tribe Drug and Alcohol Policy, all potential employees will be tested for the presence of controlled substances as part of the pre-employment selection process. Applicants who fail to pass the drug test will be ineligible for employment and may not reapply for twelve (12) months thereafter. This policy has been adopted to provide drug-free work sites and to prohibit working while under the influence of alcohol.

DUTIES AND RESPONSIBILITIES:

As a Social Work Faculty, under the direct supervision of the Vice President of Academic Affairs, the Social Work Faculty shall develop and teach a range of courses in Social Work, Substance Abuse and Addiction Studies, Social Services, Behavioral Studies, and other courses as needed. Provide leadership in the development of degree programs in the fields mentioned above. Willingness to develop and teach courses in a variety of formats as needed, including face-to-face, hybrid and online. The Social Work Faculty shall serve as a mentor for adjunct faculty members and will be required to demonstrate a commitment to student success and teaching excellence. Shall evaluate the performance of students and communicate with them in a timely manner; develop and revise syllabi as needed. Will be responsible for creating course plans to facilitate the achievement of course outcomes; keep accurate records and submit grades and other reports on time. The Social Work Faculty shall make recommendations regarding academic matters to the College's administration; establish and maintain contact with student advisees; and participate in community outreach and student recruitment. The Social Work Faculty shall also hold regular office hours that accommodate student needs as necessary. Participate on academic and other institutional committees; participate in the ongoing assessment of courses and programs and in college-wide student success initiatives. The Social

Work Faculty will be responsible for demonstrating a positive and professional relationships with students, staff, and colleagues. Actively contribute to the development and carrying-out of orientation and other required institutional meetings. The Social Work Faculty shall perform the work outlined in the ANA "Fostering Community Health Through Education" objective work plan such as planning and hosting career fairs, working on a substance abuse prevention plan, and placing and supervising interns at worksites in the community. Will be responsible for grant management, new program development, etc. Shall perform other duties as assigned.

QUALIFICATION REQUIREMENTS:

Basic Requirements:

Successful completion of a course of study in accredited college or university leading to a Master's Degree or higher degree that included a major field of study in Social Work OR; a master's degree in another field with 18 or more graduate hours in Social Work. **NOTE: Applicant must submit a copy of all college transcripts and/or degree to meet positive education requirements.**

In addition to meeting the basic requirements above, candidates must have had three (3) years of specialized experience.

Specialized experience is experience in college teaching, social work, counseling or in a job related field. **Examples of the type of experience that will be credited are shown above under "Duties and Responsibilities".**

EVALUATION METHOD AND RANKING FACTORS: Evaluation will be made of the extent to which experience, education, training, self-development, and/or awards demonstrate that basically qualified candidates possess the Ranking Factors-Knowledge, Skills and Abilities (KSA) described below.

1. Knowledge of subject matter for teaching a wide range of Social Work courses.
2. Knowledge of pedagogy for effective teaching in a tribal college setting.
3. Knowledge of program and course design.
4. Knowledge of student success strategies in community college settings.
5. Knowledge of Native American communities, cultural diversity.
6. Ability to communicate compassion and empathy for students.
7. Ability to design curriculum for future program offerings.
8. Ability to plan, organize and prepare required reports.
9. Ability to maintain professionalism and a strict standard of confidentiality.
10. Ability to create a welcoming and safe environment for all students.
11. Ability to relate to the San Carlos Apache history and culture as it relates to family and community.
12. Ability to communicate effectively both orally and in writing.
13. Ability to interpret a variety of instructions/documents, furnished in written, oral, diagram or schedule form.

OTHER IMPORTANT INFORMATION:

- Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veteran preference determination, Indian preference, education, training and/or experience.
- All material submitted for consideration under this announcement becomes the property of Human Resources Office and is subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for tribal employment.
- Additional or alternate selections may be made from the eligibility list within 30 days from the date the selection list was issued. The positions to be filled must have the same title and have the same qualification requirements. However, if there are no Indian preference candidates left on the certificate, the vacancy must be re-announced.
- INDIAN PREFERENCE: It is the goal of the San Carlos Apache Tribe to employ as many **tribal members** as possible in tribal positions. Therefore, all other qualifications being equal, **tribal members** will receive hiring preference over other Indian Preference eligible and non-Indian Preference eligible. Preference for employment will be granted to qualified individuals, in the following order:
 1. Enrolled member of the San Carlos Apache Tribe with Veteran's Preference
 2. Enrolled member of the San Carlos Apache Tribe
 3. Native American spouse of an enrolled tribal member or Native American parent of enrolled tribal member
 4. Other Native American
 5. Non-Indian spouse or Non-Indian parent of enrolled tribal member
 6. Non-Indian

It is also the goal of the San Carlos Apache Tribe to provide the best services possible to **tribal members**. In furthering the Tribe's efforts to insure retention of tribal members and to provide job opportunities to tribal members, non-tribal member employees upon hiring shall, as part of the hiring agreement, agree to provide training and development to tribal members to allow them to become qualified for jobs which non-tribal member employees hold. The Tribal Preference policy applies to hiring, placement, and promotion, transfer or lay off, treatment during employment, and selection for training.

- VETERANS PREFERENCE AND INDIAN PREFERENCE: Preference in filling vacancies may be given to honorably discharged veterans who are enrolled members of the San Carlos Apache Tribe.
- EQUAL EMPLOYMENT OPPORTUNITY: Except for Indian preference, consideration will be given without regard to any non-merit factor such as race, color, religion, sex, national origin, partisan politics, physical or mental handicap, marital status, age, membership or non-membership in any employee organization, or sexual orientation.

HUMAN RESOURCES OFFICE CLEARANCE:

/s/ Johanna Nosie
Human Resources Specialist

November 7, 2019
Date

