

KEWEENAW BAY INDIAN COMMUNITY

Keweenaw Bay Tribal Center
16429 Beartown Road
Baraga, Michigan 49908
Phone (906) 353-6623
Fax (906) 353-7540

ROBERT "R.D." CURTIS, JR.
EDDY EDWARDS
RANDALL R. HAATAJA
MICHAEL F. LAFERNIER, SR.
GARY F. LOONSFOOT, SR.
DON MESSER, JR.
DONALD SHALIFOE, SR.

2015 TRIBAL COUNCIL

WARREN C. SWARTZ, JR., President
JENNIFER MISEGAN, Vice President
TONI J. MINTON, Secretary
SUSAN J. LAFERNIER, Assistant Secretary
DOREEN G. BLAKER, Treasurer

ACCOUNTING CLERK

One (1) full-time, Non-exempt position

ALL REQUIRED DOCUMENTATION MUST BE SUBMITTED BY THE CLOSING DATE OR THE APPLICANT WILL NOT BE CONSIDERED FOR EMPLOYMENT

- Completed Keweenaw Bay Indian Community application
- Current Resume'
- Personal Statement
- College Transcripts
- Minimum of three (3) Letters of Recommendation relevant to the position
- If you are American Indian, you must attach a copy of tribal enrollment or proof of descendency
- If you are a Veteran, you must attach a copy of your DD214

Keweenaw Bay Indian Community
Personnel Director
16429 Beartown Road
Baraga, MI 49908
906-353-6623, ext. 4176
Fax: 906-353-8068
Email: personnel@kbic-nsn.gov

Distribution Date: September 17, 2015

Closing Date: September 30, 2015 at 4:00 pm

LAKE SUPERIOR BAND OF CHIPPEWA INDIANS
"Home of the Midnight Two-Step Championship"

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POSITION ANNOUNCEMENT

POSITION:

ACCOUNTING CLERK

1 full-time position Non Exempt

LOCATION:

Accounting Department
KBIC Tribal Center, Baraga

SUPERVISORY CONTROL:

Accounts Payable Supervisor

SALARY:

Grade 6 (minimum starting wage = \$13.40/hour)

SUMMARY:

Responsible for performing general accounting and administrative functions. Records, classifies and summarizes accounting data. Performs accounting duties in Accounts Payable, Accounts Receivable and other accounting functions in accordance with established policies, procedures and controls.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Associate's degree in Accounting, or 12 semester hours of College level accounting and two (2) years accounting experience, or completion of business core course work.
- Ability to respond to common inquiries or complaints from customers and employees.
- Ability to plan, organize, set and meet priorities, strict deadlines and the ability to successfully cope with stressful situations and conditions is required.
- Must present a professional appearance and demeanor.
- Must be able to work with minimal supervision.
- Must possess strong analytical, numerical, and reasoning abilities.
- Must possess excellent interpersonal and communication skills.
- Must have excellent math and superior spreadsheet skills (Excel).
- Must possess a demonstrated knowledge of accounting.
- Must have and working knowledge of business machines (personal computer, printers, fax, copy machines, etc.).
- Must be self-motivated with excellent problem solving ability.
- Must be able to prepare records in a clear logical manner with attentiveness to detail.
- Must possess sound judgment and be able to apply discretion in confidential matters.
- Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and policy and procedure manuals.
- Ability to write routine reports and correspondence.
- Employment is contingent upon the satisfactory result of a Security Background Check, pre-employment drug testing and pre-employment physical.

LAKE SUPERIOR BAND OF CHIPPEWA INDIANS

"Home of the Midnight Two-Step Championship"

PHYSICAL REQUIREMENTS:

1. Continuously sit. Occasionally stand and walk, carry up to ten (10) pounds and lift up to forty (40) pounds.
2. Employee must pass a pre-employment background security check, physical and drug screen.
3. Must adhere to the Tribe's Drug and Alcohol Free Workplace Policy during the course of employment.
4. The noise level in the work environment is usually moderate.

INDIAN PREFERENCE:

Preference will be given to qualified individuals of American Indian descent.

VETERAN PREFERENCE:

Preference will also be given to Veterans who do not have a bad conduct or dishonorable discharges (need DD214).

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Audits invoices against purchase orders and researches discrepancies.
2. Prepares vouchers, invoices, checks, account statements, reports, and other records, and reviews for accuracy.
3. Monitors accounts receivable to ensure that payments are up to date.
4. Codes data for input to accounting system according to company procedures.
5. Held accountable, to a high degree, for the accuracy and thoroughness of departmental records and reports.
6. Performs billing activities in a timely manner.
7. Maintains good working relationships with co-workers, employees, vendors, customers, and management.
8. Files and maintains accounting records, vendor files and customer files.
9. Researches and processes all invoices and disbursement documents which require payment.
10. Enters necessary information into computer and prepares checks to pay invoices and other disbursements in a timely manner.
11. Applies basic accounting principles relating to accounts payable including payment reconciliation, account code structure, and internal control.
12. Reviews invoices and documents for accuracy and matches to purchase orders.
13. Organizes and files all invoices and supporting documentation to properly maintain an orderly and accurate filing system.
14. Obtains authorized approval for all disbursements.
15. Investigates vendor and customer problems and answers all inquiries.
16. Codes invoices with correct general ledger codes for input to accounting system according to company procedures.
17. Compiles and sorts documents, such as invoices and checks, substantiating business transactions.
18. Verifies and posts details of business transactions, such as funds received and disbursed, and totals accounts to ledgers or computer spreadsheets and databases.
19. Maintains strict confidentiality.
20. Attends training as required.
21. Performs other duties as assigned.

This position announcement summary is intended to indicate the kinds of tasks which will be required of this position and shall not be construed as declaring what the specific duties and responsibilities of the position will be. It is not intended to limit or modify the right of the supervisor to assign, direct and control the work of the employee, nor to exclude other duties not mentioned that are of a similar kind.

Distribution Date: September 17, 2015

Closing Date: September 30, 2015 at 4:00 pm

NAME: _____ POSITION: Accounting Clerk

Please list your specific experience and knowledge in regards to the following qualifications:

Associate's degree in Accounting, or 12 semester hours of College level accounting and two (2) years accounting experience, or completion of business core course work.

Must present a professional appearance and demeanor.

Must be able to work with minimal supervision.

Must possess strong analytical, numerical, and reasoning abilities.

Must possess excellent interpersonal and communication skills.

Must have excellent math and superior spreadsheet skills (Excel).

Must possess and demonstrate knowledge of accounting.

Must have a working knowledge of business machines (personal computer, printers, fax, copy machines, etc.).

Must be self-motivated with excellent problem solving ability.

Must be able to prepare records in a clear logical manner with attentiveness to detail.

Must possess sound judgement and be able to apply discretion in confidential matters.

MILITARY RECORD

Have you ever served active duty in the Armed Forces of the United States? Yes No

Highest Rank attained _____ Branch of Military Service _____

Serial Number _____ Dates of Active Duty From _____ To _____

Type of and Basis for discharge _____ **You MUST attach a copy of your DD 214**

Member of Reserve? Yes No If yes, Ready Standby Service Branch _____

COURT RECORDS

Have you ever been convicted for violating any law, including any municipal ordinance; Tribal, State, Federal law; or Tribal, State, or Federal Natural Resources; or traffic law? Yes No

Have you ever been arrested or convicted of a crime involving a child or elder, violence, sexual assault, sexual molestation, sexual exploitation, sexual contact or prostitution, or crimes against persons? Yes No

If you answered Yes to either question above, you are required to list all such matters:

Date	Place	Charge	Final Disposition	Details

Have you ever been convicted of a felony? Yes No If yes, when and please explain: _____

EDUCATION

Dates		Name of School	Location	Course Pursued	Number of Credits	Degree or Diploma
From	To					
<i>High School</i>						
<i>Colleges</i>						
<i>Graduate School</i>						
<i>Miscellaneous</i>						

EMPLOYMENT

List, starting with the most recent employer first

Dates		Name/Address/Phone of Employer	Position and Kind of Work	Reason for Leaving
From	To			

Summarize special skills and qualifications acquired from employment and other experiences. Also state any additional information you feel may be helpful in considering your application for employment.

List any machines or equipment that you are qualified and experienced at operating: _____

List any special licenses or certifications your currently possess: _____

REFERENCES

Do not list relatives

Name	Address	Phone Number	Relationship (former employer, friend, co-worker, etc.)

**APPLICANTS UNDER THE AGE OF 18 MUST
HAVE A PARENT OR LEGAL GUARDIAN COMPLETE THIS PAGE**

INFORMED CONSENT FOR DRUG AND ALCOHOL TESTING OF MINOR CHILD

I am the parent/legal guardian of _____. I hereby consent to allow the Keweenaw Bay Indian Community to administer drug and alcohol tests to my child/ward pursuant to the Keweenaw Bay Indian Community Employee Drug and Alcohol Testing Policy, which requires pre-employment, random, post-accident, reasonable suspicion, return-to-work, and follow-up drug and alcohol testing.

I understand that the substances that will be tested for include, but are not limited to: marijuana, cocaine, amphetamines, opiates, phencyclidine, and alcohol.

I understand that the methods of testing include collection and chemical analysis of urine and breath samples.

I understand that drug and alcohol testing is a condition of employment with the Keweenaw Bay Indian Community, and that refusal to submit to any test, or a positive result on any test administered, will result in my child/ward not being considered a qualified applicant for employment, or, if employed, in disciplinary action against my child/ward up to and including terminations of employment.

I understand that test results will be released to the Medical Records Officer of the Keweenaw Bay Indian Community, the Keweenaw Bay Indian Community Human Resources/Personnel Department, and other authorized personnel of the Keweenaw Bay Indian Community.

Date: _____

(Please Print) Name of Parent/Legal Guardian

Signature

INFORMED CONSENT FOR TUBERCULIN SKIN TEST OF MINOR CHILD

I am the parent/legal guardian of _____. I hereby consent to allow the Keweenaw Bay Indian Community to administer a Tuberculin Skin test to my child/ward pursuant to Indian Health Codes providing for the prevention and control of communicable diseases.

I understand that the procedure will utilize the intradermal (Mantoux) injection test to diagnose and prevent communicable Tuberculosis by positive reactors. Our goal is to offer prompt diagnosis, prevent transmission of the infection to others in the community and suggest appropriate medical treatment to those infected with the disease.

I understand that the Tuberculin Skin Test is a condition of employment for certain positions (among those are health care workers, child care providers and food handlers) at the Keweenaw Bay Indian Community. Refusal to submit to the test or a positive result on the test could result in my child/ward not being considered a qualified applicant for employment.

I further understand that test results will be released to the Keweenaw Bay Indian Community Human Resources/Personnel Department and authorized personnel of the Keweenaw Bay Indian Community.

Date: _____

(Please Print) Name of Parent/Legal Guardian

Signature



AFFIDAVIT AND RELEASE OF INFORMATION

***Please read carefully before signing.
If you have any questions regarding the statements,
please ask us for assistance.***

Under penalty of perjury, I verify the answers given by me to the foregoing questions and the statements made by me in this application for employment are correct, complete and truthful. I understand any false information contained in this application or interview may result in denial or discharge of employment.

I authorize the investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. Further, I authorize you to communicate with all my former employers, school officials, and persons named as references. I hereby release all employers, schools and individuals from any liability for any damage whatsoever resulting from giving such information.

I understand this application is not intended to be a contract of employment.

I understand the Keweenaw Bay Indian Community conducts pre-employment drug testing and pre-employment physicals. I understand these pre-employment requirements are a condition of employment, and failure to comply will result in denial of employment. Further, I understand any offer of employment is contingent upon the results of such testing. I also understand certain employment positions may require additional testing, such as a tuberculosis screening.

I understand a security background and criminal history check is a condition of employment and requires me to consent, in writing, to such.

I understand as this organization deems necessary, I may be required to work overtime hours or hours outside of a normally defined work day or work week.

If employed, I understand and agree such employment may be terminated at any time and without any liability to me for any continuation of salary, wages, or employment related benefits.

I also understand I am required to abide by the current personnel policies, and any amendments made to those policies.

Signature _____

Date _____

**Information for Applicants for
EAGLE RADIO**

Dear Applicant:

We sincerely appreciate your interest in employment with Eagle Radio, owned and operated by the Keweenaw Bay Indian Community.

The Federal Communications Commission requires broadcast licensees to keep records and file reports regarding employment applications and inquires of resume's received.

TO assist us in fulfilling that requirement, would you please take a moment to fill out the brief questionnaire below and return it to us. This information is voluntary and is strictly for our required posting purposes. It has no bearing whatsoever on your qualifications for employment and will not result in any adverse personnel action against you. THIS INFORMATION WILL NOT BE ATTACHED TO YOUR APPLICATION FOR EMPLOYMENT OR RESUME AND WILL NOT BE AVAILABLE TO THOSE EMPLOYEES WHO WILL BE CONSIDERING YOU FOR EMPLOYMENT.

We would appreciate your assistance. If this form has been mailed to you, a self-addressed return envelope is enclosed for your convenience.

Please fill out this portion and return to us. Thank you.

Please print or type.

Name: _____

Address: _____

Position sought: _____

Referred by: _____

This information is for required Federal Communications Commission reporting purposes and has no bearing on your qualifications for employment.