

# SAN CARLOS APACHE TRIBE

HUMAN RESOURCES DEPARTMENT

P.O. Box 0

San Carlos, Arizona 85550

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Terry Rambler  
Tribal Chairman



Tao Etpison  
Tribal Vice-Chairman

## JOB VACANCY

VACANCY ANNOUNCEMENT NO.	OPENING DATE	CLOSING DATE
#22-183	September 13, 2022	September 27, 2022
POSITION TITLE AND DEPARTMENT	SALARY	
CDL Transit Driver	\$32,000.00 - \$50,000.00	
Nnee Bich'o Nii "Helping the People" Program	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:

- In accordance with the San Carlos Apache Tribe Resolution No. AU-21-121, all potential employees must show proof of COVID-19 vaccination for it is mandatory for all Tribal employees to have the vaccine as a condition of employment. All employees who opt-out or otherwise have no proof of vaccination shall be subject to bi-weekly testing for COVID-19 (must provide letter or doctor's excuse when applying to opt-out of receiving vaccination).
- Regular Full-time position. (non-exempt)
- Applicant must be a minimum of twenty-one (21) years of age.
- Applicant must possess a valid Class B-Commercial Driver's License (CDL) with Passenger/Air Brakes Endorsements. **NOTE: Applicants must submit a copy of a valid licensure/certification as required.**
- Applicant must complete certification in First-Aid and CPR, Bloodborne, and Automated External Defibrillator (AED) within ninety (90) days of employment.
- Applicant will be subject to and must pass a background investigation with a favorable determination. The results of a background check shall only be used for the purpose of determining an individual's suitability for employment. Applicants who provide false or misleading information in their application or authorization may be eliminated from any further consideration. **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 CDL Transit Driver under direct supervision of the Fleet Supervisor/Outreach Coordinator and the general oversight of the Director, the CDL Transit Driver will operate the assigned vehicle in a safe and courteous manner. Maintain defensive driving and provides a communication link between customers and staff. Assists passengers, including handicapped (Americans with Disabilities Act) passengers in and out of vehicles. Operate ramps,

lifts and securement devices as needed. Reads and interprets maps and driving directions to plan the most efficient route service for customers, and reads and interprets road signs in English. The CDL Transit Driver presents safety briefings to passengers prior to each trip departure and keeps the assigned vehicle(s) clean inside and outside. Maintain accurate up-to date records on trip sheets, customer transportation forms, vehicle maintenance, fuel purchases, incident reports, accident reports, vehicle condition reports and other records that are requested from management. Performs minor maintenance tasks on assigned vehicle(s) as required, fuels the assigned vehicle(s) as required and coordinates the schedule for major or periodic vehicle maintenance with management and staff to minimize service interruptions. Responds immediately to accident and medical emergencies by notifying emergency response providers and rendering first-aid until emergency personnel arrives. Responsible for pre & post trips and filling out any defect forms daily and bringing to the attention to the Fleet Supervisor/Outreach Coordinator and/or Dispatchers. Serves as a positive role model while providing transportation service. Shall perform other duties as assigned.

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## QUALIFICATION REQUIREMENTS:

### Basic Requirements:

High School Graduation or Equivalent. High school graduation or equivalent means the applicant has received a high school diploma, General Education Development (GED) equivalency certificate or proficiency certificate from a State or territorial-level Board of Department of Education.

In addition to meeting the basic requirements above, candidates must have had one year of specialized experience.

Specialized experience is experience in motor vehicle operation or a related field. *Examples of the type of experience that will be credited are shown above under "Duties and Responsibilities".*

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**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 the operations, features and vehicle maintenance of assigned vehicle(s) as related to CDL procedures.
2. Knowledge of rules and regulation of the Federal Transit Administration and United States Department of Transportation.
3. Ability to read and interpret road signs in English.
4. Ability to drive a multi-passenger vehicle safely and appropriately and appropriate with passengers.
5. Ability to communicate effectively, orally and in writing
6. Ability to communicate to establish effective professional relationships with customers, co-workers, and upper level staff and employees.
7. Ability to prepare concise, accurate records and reports.

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## 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.

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## HUMAN RESOURCES OFFICE CLEARANCE:

/s/Timecah Cosen  
Human Resource Assistant

September 13, 2022  
Date