



**UNITED STATES DEPARTMENT OF THE INTERIOR**  
**BUREAU OF INDIAN EDUCATION**  
Chemawa Indian School  
3700 Chemawa Road NE  
Salem, Oregon 97305

**VACANCY ANNOUNCEMENT**  
**Re-Advertisement**

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**POSITION TITLE & GRADE:** Recreation Specialist, CY-0188-03  
**POSITION INFORMATION:** School Year Contract (Full Time Seasonal)  
**SALARY RANGE:** \$21.05 – \$33.47 per hour  
(BIE Education Pay Schedule: based on education & experience)

**LOCATION:** Department of Interior, Bureau of Indian Education, Phoenix Education Resource Center - BOS, Chemawa Indian School, Salem, Oregon.

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**ANNOUNCEMENT NUMBER:** CIS-1908 **ISSUING DATE:** 11/09/2018  
**CLOSING DATE:** 01/25/2019

The Bureau of Indian Education's mission is to provide quality education opportunities from early childhood through life in accordance with the tribes' needs for cultural and economic well-being and in keeping with the wide diversity of Indian tribes and Alaska Native villages as distinct cultural and governmental entities.

**JOIN US AS WE INSPIRE THE NEXT GENERATION!**

**STATEMENT OF DUTIES:**

Plans and administers three segments of a recreation program for approximately 400 students of an Off-Reservation boarding school. These segments consist of intramural program designed for the student body's structured and non- structured recreational activities provided after school on weekends, and holidays. Activities include special events, special interest club activities, cultural enrichment activities, and others as appropriate and a dormitory recreation program to develop individual interests, self-confidence, and skill development in various activities. Incumbent plans and coordinates the details of recurring intramural and extramural sponsored activities, including making arrangements for transportation; schedules, coordinates, and implements recurring and nonrecurring special events, play days, weekend outings, social activities in the home living areas by utilizing staff assignments in coordination and collaboration with school staff. Schedules and publicizes student activities insuring maximum effectiveness in attracting and motivating participation by compiling and distributing monthly activity calendars, weekly campus social and recreational schedules, and individual event flyers, and facility schedules that are placed prominently around the campus.

Develops periodic plans, surveys, and annual budget requirements with support data for the consideration of immediate supervisor and for inclusion into the school budget. Insures that program emphasis is on those activities most appropriate to the interests and needs of the youth served.

**INDIAN PREFERENCE POLICY:** Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act of 1934 (Title 25, USC, Section 472). Verification Form BIA-4432 must be submitted with the application if claiming Indian Preference. Indian preference eligible that are not currently employed in the Federal Service will be appointed under the Excepted Service Appointment Authority (Schedule A). Consideration will be given to Non-Indian applicants (status or reinstatable) in the absence of qualified Indian Preference eligible.

**EQUAL OPPORTUNITY EMPLOYER:** Within the scope of Indian preference, all candidates will receive consideration without regard to race, color, sex, age, religion, sexual orientation, national origin or other non-merit factors.

**REASONABLE ACCOMMODATION LANGUAGE:** This agency provides reasonable accommodation to applicants with disabilities. If you need reasonable accommodation for any part of the application and hiring process, please notify this agency. The decision in granting reasonable accommodation will be on a case-by-case basis.

**SUMMARY OF QUALIFICATIONS REQUIRED:** Refer to BIE Education Position Categories and Qualifications Handbook for additional qualification requirements and substitutions for education. Applicants *must meet* the qualification requirements contained in the BIE Education Position Category.

**BASIC EDUCATION AND EXPERIENCE REQUIREMENTS**

|                    |             |              |
|--------------------|-------------|--------------|
| Pay Level          | 03          | 04           |
| Education          | BS/BA<br>OR | BS/BA<br>AND |
| Experience (years) | 3           | 1            |

As a basic requirement, applicants will have education or experience as described under either A, B or C below:

- A. A full 4-year course in an accredited college or university with major study appropriate to the field of recreation, physical education or therapeutic recreation. Applicants whose major field of student is Physical Education/ Recreation may qualify for assignment to a position in one of the specializations on the basis of 15 semester hours of appropriate course work; or
- B. Three years of experience in which the candidate has demonstrated a knowledge of the goals, principles, methods and techniques of education and an understanding of the interests and motivations of individuals and groups equivalent to that which may have been gained in through the education described in A above. This experience may have been gained in community, industrial, therapeutic or other recreation programs, such as those sponsored by national youth organizations; or
- C. Any equivalent combination of A and B above, provided each year of education has included at least 6 semester hours appropriate to the field of recreation or to the specialization in which the position is classified. Appropriate education may be substituted for experience on the basis of 1 year of academic study for 9 months of experience.

Education and training in special schools such as schools of art, dramatic arts, or music should be carefully evaluated to determine the extent to which it contributes to the candidate's ability to carry out work in one or more of the specializations described above. Relevant full-time study of this kind may be counted on a month-for-month basis as experience.

Qualifying experience must show demonstrated ability to (1) identify recreation needs and interests of individuals and groups; (2) plan, coordinate, and direct recreation programs; (3) evaluate recreation programs; (4) ability to communicate effectively and motivate persons of widely varying interests and backgrounds. For therapeutic recreation specialist, the experience must show ability to motivate and work effectively with the physically or psychologically handicapped.

A valid Driver's License and compliance with all driver policies is required to perform these duties and is a condition of employment.

**PHYSICAL REQUIREMENTS:**

Good distant vision in one eye and ability to read without strain printed material the size of typewritten characters are required, glasses permitted. Ability to hear the conversational voice, with or without a hearing aid, is required; in most instances and, amputation of arm, hand, leg or foot will not disqualify an applicant for appointment, although it may be necessary that this condition be compensated by satisfactory prosthesis. In addition applicant must possess mental and emotional stability.

**BASIS OF RATING:** All applicants for this position will be rated and ranked based upon the extent and quality of their experience, training and/or education as reflected on the application. Applicants will be further evaluated according to the degree to which they possess or have the potential to acquire knowledge, skills, abilities, and personal characteristics as listed below. The judgment of qualifications will be based on the material submitted; therefore, it is to the applicant's advantage to give complete and thorough responses and to present information in a neat and orderly fashion. Qualifications and veteran's preference eligibility will be determined on the basis of information submitted.

**SPECIAL REFERENCE:**

- You must be a U.S. citizen to qualify for this position.
- Applicant is subject to a favorable background investigation. Upon selection, selectee will be required to complete a Declaration for Federal Employment, OF-306. This is a Non-Critical, Moderate Risk Position subject to a favorable adjudicated background investigation.
- A Pre-Employment Physical Examination will be required.
- Subject to probationary period for equivalent to two (2) academic semesters, which may be extended.
- The incumbent is required to drive a motor vehicle to conduct business at field locations. A valid State driver's license is required. All applicants MUST submit a current GSA Form 3607, Motor Vehicle Operator's License and Driving Record in order to receive consideration. Incumbent must possess a valid State Driver's License.
- All male applicants born after December 31, 1959, will be required to complete the certification document to confirm their selective service status.
- Government Housing IS NOT available.
- Relocation Expenses WILL NOT be paid.

**NOTE: Persons submitting incomplete applications will be given credit only for the information they provide. It is the applicant's responsibility to submit all required documentation in support of their application in order to receive full credit for their Indian Preference, education, training and/or experience. ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.**

**HOW TO APPLY:** Applicants may file a resume. The resume must include Vacancy Announcement No., Job Title, Duties and accomplishments, Employer's name and address, supervisors name and phone number, starting and ending dates (month and year), hours per week, and salary to ensure optimum consideration. The following forms listed with an \* must be submitted in order to be considered for the position.

1. \*Applicants may file a resume or any other written format of the applicant's choice. **MUST CONTAIN:** Vacancy Announcement No., Job Title, Duties and accomplishments, Employer's name and address, supervisors name and phone number, starting and ending dates (month and year), hours per week, and salary. Complete names and telephone numbers of Employer references (must be within the past 5 years) and three (3) personal references. List people who are not related to you and who know you well on a personal basis and know your qualifications and fitness for the kind of job for which you applying.
2. \*College Transcript is required for verification/documentation and for pay purposes (If selected, applicant must provide Official College Transcripts, if applicable)
3. \*Copy of Valid State Driver's License.
4. Form BIA 4432, Verification of Indian Preference for Employment, is required for claiming Indian Preference. The form must be completed by the appropriate official with the federally-recognized tribe where the applicant is enrolled as a member. No other form will be accepted.
5. Copy of most recent SF-50, Notification of Personnel Action, current or former Federal employees.
6. Applicant Screening Questionnaire, Indian Child Protection Requirement Form, must contain original signature and date. This position is covered by P.L. 101-647, Indian Children Protection Requirements, and persons convicted of crimes enumerated in the law are not eligible for the position. Optional during the application process; however, selectees will be required to submit as part of the pre-appointment process.
7. Form GSA 3607, Motor Vehicle Operator's License and Driving Record, available at: <https://www.gsa.gov/portal/forms/download/117026> , (USE NONFILLABLE PDF VERSION). Optional during the application process; however, selectees will be required to submit as part of the pre-appointment process

**Applications become part of the official record and will not be duplicated or returned. This office will accept telefaxed applications. Applicant's qualifications will be evaluated solely on the information submitted by them in their applications. Applications mailed using Government postage and/or envelopes are in violation of OPM and Postal Regulations and will not be considered. E-mailed applications/resumes will NOT be accepted.**

**SCHOOL MAILING ADDRESS:**

**Attn: Chemawa Indian School/Sarah Thies,**  
3700 Chemawa Road NE  
Salem, Oregon 97305

**FAX APPLICATIONS TO: (503) 399-5870**

**FOR ADDITIONAL INFORMATION:**

**CONTACT: Sarah Thies**

**TELEPHONE: (503) 399-5721 x 1224**

**Applications and all accompanying documents must be received by the close of business (4:30 p.m. PST) on the closing date of the announcement.**

**For VERIFICATION of our receipt of your application-resume, please contact:  
Sarah Thies at telephone number (503) 399-5721 x 1224**

**Applicant Screening Questionnaire  
Indian Children Protection Requirements**

Name: \_\_\_\_\_ Social Security Number: \_\_\_\_\_  
(please print)

Job Title: Recreation Specialist Announcement No: CIS-1908

**Notification Requirements**

Section 231 of the Crime Control Act of 1990, Public Law 101-647 (codified in 42 United States Code § 13041), requires that employment applications for Federal child care positions have applicants sign a receipt of notice that a criminal record check will be conducted as a condition of employment. Further, it is required to ask the following:

Have you ever been arrested for or charged with a crime involving a child?

Yes [If "yes," provide the date, explanation of the violation, disposition of the arrest(s) or charge(s), place of occurrence, and the name and address of the police department or court involved.]

No

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630 (codified in 25 United States Code § 3207), requires a criminal history records check as a condition of employment for positions in the Department of Interior that involve regular contact with or control over Indian children. Further, it is required to ask the following:

Have you ever been arrested, found guilty of, or entered a plea of nolo contendere (no contest) or guilty to, any felonious offense, or any of two or more misdemeanor offenses under Federal, State, or tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; crimes against persons; or offenses committed against children?

Yes [If "yes," provide the date, explanation of the violation, disposition of the arrest(s) or charge(s), place of occurrence, and the name and address of the police department or court involved.]

No

I certify that my response to the above questions is made under Federal penalty of perjury, which is punishable by fine or imprisonment, and that I have received notice that a criminal history records check will be conducted and is a condition of employment. I understand my right to obtain a copy of any criminal history report made available to the Bureau of Indian Education and my rights to challenge the accuracy and completeness of any information contained in the report.

\_\_\_\_\_  
Applicant's Signature Date