



UNITED STATES DEPARTMENT OF THE INTERIOR  
BUREAU OF INDIAN EDUCATION  
Flandreau Indian School  
1132 N. Crescent St.  
Flandreau, SD 57028

**VACANCY ANNOUNCEMENT**

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**POSITION TITLE & GRADE:** Training Instructor (JROTC) CY-1712-04  
**POSITION INFORMATION:** School Year Contract (full-time seasonal)  
\$26.70 TO \$34.71 per hour  
(BIE Education Pay Schedule: based on education & experience)  
**LOCATION:** Department of Interior, Bureau of Indian Education, ADD-BOS, Flandreau Indian School, Flandreau, SD

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**ANNOUNCEMENT NUMBER:** FIS-2018-16                      **ISSUING DATE:** 10/10/18  
**CLOSING DATE:** 09/28/19 OUF

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:**

The Training Instructor (JROTC) provides direct delivery of instruction or training services of a nonprofessional nature. The position is involved in military type ROTC training programs. The duties will require a thorough working knowledge of the subjects to be taught and a practical knowledge of the methods and techniques of instruction. Training Instructors (JROTC) are required to develop or review special subject matter course materials, training aids, and manuals for training programs as well as instructs the programs.

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**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.

**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.

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**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**

Level 04- Bachelor's Degree in related field and one year specialized experience equivalent to Level 03; OR Associates Degree or substantive Formal Training with certification of completion in related field, and five years specialized experience equivalent to Level 03.

Related experience is defined as practical experience in occupation, trade, craft or subject appropriate to the position to be filled. Military training and experience as instructor is qualifying experience for instructor for ROTC training program.

A Bachelor's Degree in the field to be taught will also meet full qualifications for the position at the 03 Level.

The applicant's training and experience will show evidence of sufficient knowledge of the subject matter and ability to instruct in order to carry out duties of the position. The following are examples of specialized experience, which may be credited:

Experience as a teacher or instructor.

1. Satisfactory completion of a formal course or on the job training, which includes practice teaching or instruction duties.
2. Performance of duties involving the supervision or on the job instruction of workers in the field to be instructed.
3. Successful completion of a formal vocational training program for an occupation, trade, craft or other appropriate training for which the applicant demonstrated a marked aptitude for learning and applying the principals, practices and techniques of the subject.
4. Other specialized work or study experiences directly related to the position and at a level of difficulty, responsibility and scope to demonstrate the ability to perform the duties of the position for which he/she is being considered.

### **SUBSTITUTION OF EDUCATION**

Study successfully completed above high school level, including appropriate vocational schools, may be substituted for experience at the rate of one academic year of study for 9 months of experience, provided such study included at least 6 semester hours (or equivalent) in a subject directly related to the particular subject matter or functional option for which the applicant is being considered.

### **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, an 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 use of satisfactory prosthesis. In addition, applicants must have mental and emotional stability. Some positions require physical activity associated with the training, field travel, and to attendance at meetings and conferences from the duty station.

### **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.

### **SUITABILITY & CLEARANCE REQUIREMENTS:**

A background security investigation is required. Appointment is subject to the successful completion of the security investigation and favorable adjudication. Failure to meet these requirements will be grounds for termination

**SPECIAL REFERENCE:**

- You must be a U.S. citizen to qualify for this position.
- Applicant is subject to a favorable background investigation. This is a Non-Critical, Moderate Risk Position subject to a favorable adjudicated background investigation.
- Subject to probationary period for equivalent to two (2) academic semesters, which may be extended.
- A Pre-Employment Physical Examination will be required.
- 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. **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. \*Copy of College Transcript is required for verification/documentation (If selected, applicant must provide Official College Transcripts)
3. 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.
4. Copy of most recent SF-50, Notification of Personnel Action, current or former Federal employees.
5. 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.

**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:**

Flandreau Indian School  
Attn: Human Resources  
1132 N. Crescent St.  
Flandreau, SD 57028

**FAX APPLICATIONS TO: (605) 997-2601**

**FOR ADDITIONAL INFORMATION:**

CONTACT: Shawn Dahmen

**TELEPHONE: (605) 997-3773 ext. 2116**

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

**For VERIFICATION of our receipt of your application-resume, please contact:  
Shawn Dahmen, (605) 997-3773 ext. 2142**

