



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:** SECURITY GUARD CE-0085-01  
**POSITION INFORMATION:** Year Long Contract (Full-Time)  
\$12.67 to \$20.80 per hour  
(BIE Education Pay Schedule: based on education & experience)

**LOCATION:** Department of Interior, Bureau of Indian Education, Associate Deputy Director-Bureau Operated Schools, Flandreau Indian School, Flandreau, SD

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**ANNOUNCEMENT NUMBER:** FIS-2019-01                      **ISSUING DATE:** 02/04/2019  
**CLOSING DATE:** 05/03/2019

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:**

Patrols school complex; checks doors, windows, etc., to ensure that all are secure; maintains surveillance to detect and prevent fires, accidents, vandalism, trespass, and hazards. Takes immediate action to personally handle, request assistance or report such incidents, depending on the nature of the situation. Intercepts and questions all individuals in suspect situations to determine if they are authorized or unauthorized. Warns or removes unauthorized individuals from complex by persuasion when possible; escorts to or detains for proper authorities those individuals violating the rules of the complex. Gathers information, descriptions, license numbers, etc., for use by authorities when detention is impossible or unsafe. Engages in physical contact only when absolutely necessary to safeguard property, the individual or persons in the immediate area. Alone or with requested assistance, subdues disorders, misbehavior and unacceptable acts involving students, staff, or staff dependents residing on the complex. Constantly monitors the students and others on campus concerning vandalism, illegal entry, presence or use of intoxicants, drugs or other contraband. When possible, lawfully confiscates contraband and submits to proper authorities. Shifts will include working nights, weekends, holidays, etc.

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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**

Pay Level: 01  
Education: High School or GED Diploma  
Experience: None

### **CONDITIONS OF EMPLOYMENT**

A valid State Driver's license is a prerequisite, since the position requires operation of a motor vehicle in performance of work. The work requires driving throughout the school compound, transport of detainees and/or travel to meet with law enforcement officials. A valid State Driver's license must be maintained as a condition of employment; failure to do so will result in removal from the position.

In accordance with Department of Interior/Bureau of Indian Affairs' Drug- Free Workplace Program all positions categorized to this job category are "Testing Designated Positions." Therefore, as a condition of employment, incumbents of these positions are subject to random testing.

### **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. The ability to hear the conversational voice, with or without a hearing aid, is required.

The position requires regular and recurring physical exertion such as long periods of standing, walking, driving and similar activities. Incumbents engage in such exertions when responding to alarms, pursuing suspects, or participating in weapons or other kinds of training activities, or walking foot patrols in and around large school campus. Some positions may involve lifting and carrying heavy objects. The positions require common physical characteristics and abilities in agility and dexterity and the strength to pursue, apprehend, and detain uncooperative suspects, or defending oneself or others against physical attack. In addition, the applicant must possess emotional and mental 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. 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. Subject to random drug testing.
- 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 **MAY NOT BE** 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. Copy of high school transcript or GED or resume indicating completion of HS with current signature validating response.
3. \*Copy of Valid 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:**

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, Business  
Technician

**TELEPHONE: (605) 997-3773 ext. 2142**

**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**

**Applicant Screening Questionnaire  
Indian Children Protection Requirements**

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

Job Title: SECURITY GUARD Announcement No.: FIS-2019-01

**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