



**UNITED STATES DEPARTMENT OF THE INTERIOR**  
**BUREAU OF INDIAN EDUCATION**  
 Flandreau Indian School  
 Flandreau, SD

**VACANCY ANNOUNCEMENT**

<b>POSITION TITLE &amp; GRADE:</b>	Training Instructor (JROTC), CY-1712-04
<b>POSITION INFORMATION:</b>	Full time, School Year,
<b>SALARY RANGE</b>	\$28.19 TO \$36.66, Per Hour
<b>LOCATION:</b>	Department of the Interior, Indian Affairs, Bureau of Indian Education, Flandreau Indian School, Flandreau, SD
<b>ANNOUNCEMENT NUMBER:</b>	2021-FIS-016
<b>VACANCIES</b>	1
<b>ISSUE DATE:</b>	06/11/2021
<b>CLOSING DATE:</b>	07/12/2021 - 8:30 pm , Mountain (DST) Timezone

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:**

Incumbent will create and maintain a safe, positive learning environment to ensure the holistic development of each student and staff member through cultural, social, spiritual, physical and academic experience. Incumbent will support the Bureau of Indian Education's mission, which is to provide high quality education opportunities from early childhood through life while considering a tribe's need for cultural and economic well-being. In performing this mission, the BIE takes into account the spiritual, mental, physical, and cultural aspects of school-aged children within their family and tribal community. To meet its trust responsibility to Indian Tribes, BIE works to strengthen education opportunities for American Indian students to be successful and competitive globally; to enhance student participation in their tribal communities; and support tribes in nation-building, in development of the next generation of tribal leaders.

**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 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.

**RESPONSIBILITIES:**

The training Instructor provides direct delivery of instruction or training services of a nonprofessional nature. Instructions involve occupational, trade, craft or other subjects. Some positions are involved in military type training programs such as ROTC. 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. Instructors are required to develop or review special subject matter course materials, training aids, and manuals for training programs as well as instruct the programs. The duties will also include instruction in the use of tools of the occupation, trade, craft, etc. Training Instructor independently plans and carries out assigned training program. Incumbent is responsible for the total program, including course content, material, and textbooks to accomplish overall training program goals and objectives. Incumbent is expected to resolve instruction/training program problems and interacts with outside sources for supplemental information and materials. Courses cover subject area for which an abundance of information is available, however, typically requires research, coordination, and adaptation from a number of sources. The work is reviewed for consistency with program policy and for effectiveness in meeting training/instructional program objectives.

### **SUMMARY OF QUALIFICATIONS REQUIRED:**

Refer to BIE Job Category Standards for additional qualification requirements and substitutions for education. Applicants must meet the qualification requirements contained in the BIE Job Category Standard.

### **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.

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.

### **CONDITIONS OF EMPLOYMENT:**

A valid State Driver's license is a prerequisite, if the position requires operation of a motor vehicle in performance of work.

Occasionally, incumbent may be required to travel for training purposes or attend meetings from the duty station.

### **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:**

Once the announcement has closed, all applicants for this position will be rated based upon the extent and quality of their experience, training and/or education as reflected on their resume. The judgement of qualification will be based on materials submitted, therefore, it is the applicants' advantage to give complete thorough and complete information in a neat and orderly fashion.

### **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 a 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. You **MUST** submit a current [GSA Form 3607 \(https://www.gsa.gov/forms-library/motor-vehicle-operators-license-and-driving-record\)](https://www.gsa.gov/forms-library/motor-vehicle-operators-license-and-driving-record), Motor Vehicle Operator's License and Driving Record for full 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:**

1. Applicants must submit a resume or any other written format of the applicant's choice. Your resume **MUST CONTAIN** the following:
  - a. Vacancy Announcement Number
  - b. Job Title
  - c. Duties and Accomplishments
  - d. Employer's name and address
  - e. Supervisors name and phone number
  - f. Starting and ending date (month and year)
  - g. Hours per week
  - h. Salary
  - i. High School Graduation/GED information. Month and year graduated or date GED received plus name/location to include city and state.
  - j. Complete names and telephone numbers of 3 professional/employer references (must be within the past 5 years). List people who are not related to you and who know your qualifications and fitness for the kind of job for which you are applying.
2. Copy of Official College Transcript can be accepted for verification/documentation. (If selected, applicant **must provide Official College Transcripts.**) **(REQUIRED)**
3. Copy of Valid State Driver's License **(REQUIRED)**

### **Other supporting documents:**

1. Form BIA 4432, available at [Verification of Indian Preference for Employment \(PDF \(https://www.bia.gov/online-form/verification-indian-preference-employment\)\)](https://www.bia.gov/online-form/verification-indian-preference-employment), 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.

2. OF-306, Declaration of Federal Employment can be located at [https://www.opm.gov/forms/pdf\\_fill/of0306.pdf](https://www.opm.gov/forms/pdf_fill/of0306.pdf) ([https://www.opm.gov/forms/pdf\\_fill/of0306.pdf](https://www.opm.gov/forms/pdf_fill/of0306.pdf)) **(will be required upon selection)**
3. Indian Child Protection Requirement Form, must contain original signature and date **(will be required upon selection)**. 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. (2019 version) <https://www.bie.edu/sites/default/files/documents/idc2-104343.pdf> (<https://www.bie.edu/sites/default/files/documents/idc2-104343.pdf>)
4. Copy of Official College Transcripts can be submitted as verification of post-secondary education. (If selected, applicant **must provide Official College Transcripts for final verification and pay setting.**)
5. Form GSA 3607, Motor Vehicle Operator's License and Driving Record, available at: <https://www.gsa.gov/forms-library/motor-vehicle-operators-license-and-driving-record> (<https://www.gsa.gov/forms-library/motor-vehicle-operators-license-and-driving-record>), **(USE NONFILLABLE PDF VERSION)**. Optional during the application process; however, selectee will be required to submit as part of the pre-appointment process.
6. Copy of most recent SF-50, Notification of personnel Action, for current or former Federal employees to indicate prior Federal service and/or highest previous rate.
7. DD214 (member copy 4) for consideration of service credit for leave purposes.

Applicant's qualifications will be evaluated solely on the information submitted by them in their applications.

- Applications become part of the official record and will not be duplicated or returned.
- This office will accept telefaxed applications.
- Applications mailed using Government postage and/or envelopes are in violation of OPM and postal regulations and not be considered.
- E-mailed applications/resumes will NOT be accepted.

**Applications and all accompanying documents must be received by 07/12/2021 - 8:30 pm, Mountain (DST).**

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<b>SCHOOL MAILING ADDRESS:</b>	Flandreau Indian School 1132 N. Crescent St. Flandreau, SD 57028
<b>FAX SIGNED AND DATED APPLICATIONS TO:</b>	(605) 997-2601
<b>FOR INFORMATION CONTACT:</b>	Shawn Dahmen, Business Technician/Personnel (605) 997-3773 ext. 2142

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

**Source URL:** <http://www.bie.edu/jobposting/2021-fis-016>