



## Blackjack Dealer

Job Title: Blackjack Dealer  
Reports To: Table Games Floor Supervisor  
Updated By: HR  
Approved By: \_\_\_\_\_

**Dept: Table Games**  
Grade:   A    
Position status: Non-Exempt  
Date Updated: 11/3/16  
**License: State**

### **Kalispel Hospitality**

It is our expectation that anyone who works for the Kalispel Tribe of Indians lives by and operates out of the following behaviors and beliefs:

#### **CORE PURPOSE**

*We Make People Feel Special.* Deliver Kalispel hospitality, find a path to YES, and provide a warm smile and greeting.

#### **CORE VALUES**

*We Take Pride In Everything We Do.* Proudly represent the Kalispel Tribe, anticipate guest needs, and take ownership and put others first.

*Everyone is Welcome Here.* Respect and honor all guests, use sincere “thank you” and “goodbye,” and use guest name whenever possible.

*We Choose Excellence Every Day.* Help each other achieve greatness, be genuine, attentive, and flexible, and know the property and amenities.

### **Summary of Functions**

Performs dealing services for Blackjack, and other side games as needed by performing the following duties.

### **Essential Duties and Responsibilities**

- Ensures compliance with the Kalispel Tribe of Indians- State of Washington Gaming Compact, Internal Controls, NIGC Regulations and Northern Quest Policies and Procedures.
- Responsible for dealing the game of blackjack and a minimum of one additional game in accordance with gaming policies and procedures, including shuffling cards, placement of bets, correct setting of hands, king up cards, make change, etc.
- Arrives at designated work station and/or relieves dealer on time while ensuring the Table Games Floor Supervisor’s field of vision is not blocked when going in or coming off the game.
- Greets all guests with a friendly and sincere welcome; Maintains a polite, professional and attentive behavior at all times towards customers and employees.
- Encourages eye contact on dead games with customers to encourage play.
- Demonstrates attentiveness while dealing the game with cards, placement of cards on layout and dealing with customers to ensure protection of the game and maximize the company’s assets.
- Responsible for being at designated shift 5 minutes prior to get table assignment, in full uniform displaying badge.
- Ensure control/protection of company assets.

- Available and willing to work any changes in hours deemed necessary for Business Levels.
- Responsible for maintaining a consistent attendance record.
- May be required to be a panelist for the Internal Review Hearings.
- This job description does not list all of the duties of this position. You may be instructed by management to perform other duties as assigned

### **Supervisory Responsibilities**

This job has no supervisory responsibilities.

### **Education**

- High school diploma or general education degree (GED);

### **Experience**

- One to three months related experience and/or training.
- Requires a minimum of 1000 verifiable hours of blackjack dealing and 1 additional table games experience.
- Prerequisite: Must pass a written competency test and audition to be considered for employment.

### **Skills**

- Skill in solving practical problems and dealing with situations where only limited standardization exists.
- Excellent organizational, communication and interpersonal skills.

### **Other Requirements**

- Ability to obtain and maintain a Tribal Gaming License and a Class III Gaming License.

### **Physical Demands**

- Requires the ability to lift and or/move objects weighing up to 20 pounds.
- Constantly requires the ability to give and receive detailed information through verbal communication.
- Constantly requires verbally expressing or exchanging ideas of important instructions accurately, loudly, or quickly.
- Constantly requires working with fingers rather than the whole hand or arm.
- Constantly requires repetitive movement of the wrists, hands and/or fingers.
- Often requires walking or moving about to accomplish tasks.
- Constantly requires standing and/or sitting for sustained periods of time.
- Occasionally requires ascending or descending stairs or ramps using feet and legs and/or hands and arms.
- Occasionally requires raising objects from a lower to a higher position or moving objects horizontally.
- Occasionally requires stooping which entails the use of the lower extremities and back muscles. Infrequently requires crouching.
- Specific vision abilities required by this job include close vision, distance vision, color vision, and the ability to adjust focus.

### **Work Environment**

While performing the duties of this job, the employee is frequently exposed to tobacco smoke, moving mechanical parts and fumes or airborne particles. The worker is frequently subject to inside environmental conditions, which provide protection from weather conditions, but not necessarily from temperature changes, and is occasionally subject to outside environmental conditions and to wet and/or humid conditions. The noise level in the work environment is usually moderate.

“I certify that I have read this job description and understand each one of the requirements for this position, including but not limited to the physical requirements.

By signing this document, I certify that I meet **all** the physical requirements for this job, without any limitation.”

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Team Member Signature

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Date