



MESCALERO APACHE TRIBE

JOB ANNOUNCEMENT

Position Title:	Counselor I (LSAA) — Counselor IV (LPCC, LISW)	
Department:	Four Directions Treatment & Recovery Center	
Employment Status:	Non-Exempt	
Grade:	NE-9 to NE-12	
Opening Date:	11/17/2021	Closing Date: <u>Until Filled</u>

Job Summary

Complete and maintain accurate records or reports regarding the patients' histories and progress, services provided, or other required information. To counsel clients or patients, individually or in group sessions, to assist in overcoming dependencies, adjusting to life, or making changes. Know HIPAA laws and confidentiality and how important they are as well as the Ethics and Laws of Counseling. Be able to interview clients, review records, and confer with other professionals to evaluate individuals' mental and physical condition and to determine their suitability for participation in a specific program. Develop client treatment plans based on research, clinical experience, and client histories as well as bio- psycho- socials and assessment tools. Participate in case conferences or staff meetings. Understand how and when to diagnose a patient.

This position description may not include all of the listed duties, nor do all of the listed examples include all tasks which may be found or assigned to this position.

Duties and Responsibilities

- Receives referrals and schedules counseling sessions with clients.
- Evaluates and obtains information about clients through interview, case history, and observational techniques; evaluates data to identify causes of problems.
- Works with client to perform a comprehensive bio-psychosocial assessment and develops an individualized treatment plan which may include individual, group, family therapy, classes, workshops, intensive outpatient program, residential treatment and aftercare services.
- Assures assistance, facilitation and support coordination of crisis intervention for high risk clients
- Performs community outreach and prevention services by educating and informing the community, schools, local organizations and businesses on substance abuse and mental health related issues.
- Educates family to assist them in dealing with and providing support to client. Monitors condition of client to evaluate progress and adapts treatment plan.
- Counsels and aids individuals and families requiring assistance dealing with substance abuse, mental health, or domestic violence.
- Provides counseling based on the treatment plan. Recommends and makes referrals to appropriate community agencies for specialized services.

- Develops and implements substance abuse and domestic violence prevention and recreation activities.
- Adheres to Code of Conduct, Ethics and HIPAA compliance regulations regarding release of information and protection of clients and staff member's confidentiality.
- Maintains and updates client files.
- Charts progress, assessment, treatment plan, discharge summaries and other client related information in a timely manner. Participates in all case staffing meetings.
- May provide transportation to and from sessions and services.
- Provides case management for clients; refers clients to other support services as needed, such as medical evaluation and treatment, and social services.
- Maintains confidentiality of all information.
- Performs other duties as assigned.

Minimum Qualifications

- Bachelors and/or Master's Degree in Social Sciences, Counseling, Psychology/Social Work or related field.
- LISW, LPCC, LMSW, LMHC, LADAC or LSAA License.
- Must have a valid NM Driver's License.
- Must successfully pass a pre-employment drug/alcohol screen and background investigation.
- This occupation assumes that the person will already have the required skills, knowledge, work-related experience, and/or training.

Knowledge, Skills and Abilities

- Psychology — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation psychological research methods, and the assessment and treatment of behavioral and affective disorders.
- Knowledge of principles, methods, and procedures for diagnosis, treatment and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.
- Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures and their history and origins.
- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- The ability to listen to and understand information and ideas presented through spoken words and sentences.
- The ability to communicate information and ideas in speaking so others will understand.
- Being able to recognize there is a problem.
- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Being aware of others' reactions and understanding why they react as they do.

Physical Demands

While performing the duties of this job, the employee regularly is required to use hands to finger, handle, or feel; and talk or hear. The employee frequently is required to stand; walk; sit; and reach with hands and arms. The employee occasionally is required to climb or balance; stoop; kneel; crouch, or crawl; and taste or smell. The employee must occasionally lift and/or move up to 50 pounds.

Work Environment

Work is performed indoors, and occasionally outdoors, with a moderate noise level. Situations where caution must be exercised. Evening, weekend, and/or holiday may be required. Extended hours and working with diverse group of individuals.

How to Apply: Submit resume or Tribal applications to Mescalero Human Resources. Myra Lapaz Administrative Assistant Phone: (575) 464-9271 email: mlapaz@mescaleroapachetribe.com