



# MESCALERO APACHE TRIBE

## Systems of Care Position Description

### JOB ANNOUNCEMENT

<b>Position Title:</b>	<b>Licensed Clinical Therapist</b>	
<b>Department:</b>	<b>Systems of Care</b>	
<b>Supervisor:</b>	<b>SOC Director</b>	
<b>Employment Status:</b>	<b>Non-Exempt</b>	
<b>Grade:</b>	<b>NE6</b>	
<b>Open Date:</b>	<b>March 11, 2019</b>	<b>Close Date: March 25, 2019</b>

#### JOB SUMMARY

Under the supervision of the Systems of Care Director, providing therapy and counseling for clients. Will work to address social needs, specialty care or other treatments to help the clients make progress.

#### DUTIES AND RESPONSIBILITIES:

- Provides written documentation for assessments,
- Collaborating with family members, youth and community cultural stakeholders through active involvement with the community.
- Observes clients to detect indicators of abnormal physical or mental behavior.
- Will be actively involved with the management of the System of Care's initiatives.
- Must be able to build and set up a workforce development program.
- Your duties will include demonstrating positive experience in leadership change efforts (e.g., ability to inspire service providers to think differently about therapeutic approaches and working with diverse population), Community-based services expansion (e.g., incorporating both evidence-based and non-traditional therapies into the service array), Involving family and youth voice in service improvements and development, and management of flexible fund account.
- Discusses progress with clients towards goals and productivity.
- Readiness for evidence-based treatments/practices, practice-based evidence, and community-defined evidence, and their implementation
- Responsible for evaluations and assessments with Diagnosing SED.
- Openness and flexibility in tailoring the service/support delivery system to meet the clinical and cultural needs of the population of focus by being willing to listen and learn from the community itself through an inclusive planning process.
- Prepare monthly, weekly reports on client progress and productivity or as directed.
- Conducts in-service training with co-workers regarding relevant topics.

- Excellent oral and written communication skills.
- Participates in team management approach to patient care treatment.
- Maintains quality care through participation in peer review, policy development and quality improvement.
- Responsible for setting the tone from the beginning of having family members and youth involved at all levels of services implementation.
- Provide training to community providers on how to implement system of care principles and values in services.
- Establish relationship with individuals in key system of care roles and with community stakeholders.
- Ensure that an individualized, family-driven, youth-guided service planning approach is developed/refined as the platform for identifying initial and ongoing service and support needs over time.

#### **SKILLS AND ABILITIES**

- Ability to demonstrate understanding and acceptance of SOC values and principles.
- Ability to work in tribal government organization and community.
- Ability to effectively and clearly communicate with all community members, staff and management.
- Active listening skills, speaking, social perception, service orientation, complex problem solving, monitoring, judgement and decision making.
- Other duties as directed.
- Ability to familiarize yourself with the needs of the children and youth within the population of focus, and with the range of appropriate therapeutic interventions and support approaches that best meet their individual and family needs.

#### **MINIMUM QUALIFICATIONS**

- Master's degree in psychology, counseling or related field.
- Must possess a **LICENSE through the State of New Mexico** as Clinical Psychologist, Ph.D., LISW (License Independent Social Worker), LMFT (License Marriage Family Therapist) or a LPCC (License Professional Clinical Counselor).
- Must be experienced in working with tribal children and youth consistent with the focus on a Native American community population.
- Minimum of 3-5 years' experience practicing in a family-driven, youth-guided, culturally and linguistically competent manner.
- Must be organized.
- Must possess effective and clear communication skills, writing and computer skills.
- Must possess and maintain a NM Driver's license.
- Must pass a background and drug tests.

**Physical Demands**

While performing the duties of this job, the employee regularly is required to sit; use hands and fingers to handle, or feel; and talk and hear. The employee occasionally is required to stand; walk; and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds.

**Work Environment**

Work is generally performed in an office setting with a moderate noise level.

Signatures:

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

Please apply at the Mescalero Apache Tribal Human Resources Department  
108 Central Avenue  
Mescalero, nm 88340

*Tribal preference and Native American Indian preference shall apply to all positions*