



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Licensed Psychologist
Behavioral Health (BH)

OPEN: August 17, 2018

SALARY GRADE: 12 (\$38.16 - \$42.74)

SHIFT: Flexible

LOCATION: Tribal Administration

DURATION: Regular Full Time

CLOSES: August 24, 2018

DIVISION: BH

DEPARTMENT: Mental Health

SUPERVISOR: Director of BH

VACANCIES: 1

JOB SUMMARY: The incumbent will be assigned to the Lummi Behavioral Health Division as a Licensed Psychologist. Provider will assess and provide individual and group mental health services to native community members. This Provider will also follow all guidelines as outlined in the Behavioral Health Manual. The incumbent may be tasked to work in a number of areas where mental health services are being provided to adults, adolescents, and children. In addition to their mental health counseling responsibilities the Licensed Psychologist will conduct comprehensive psychological assessments and have supervisory responsibilities for assessment related tasks over other Mental Health Providers, practicum students, and interns. The Psychologist will be employed as a salaried employee within the Lummi Indian Business Council. This position requires the provider to be flexible with work hours based on the services needed within Lummi Nation.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

Licensed Mental Health Provider Responsibilities:

1. Provide individual and group mental health treatment services using a strength-based approach to address cognitive, behavioral and/or emotional deficits.
2. Provide culturally congruent and sensitive treatment services.
3. Use an evidenced based practice therapeutic model in the delivery of services. i.e. Trauma-focused, Cognitive Behavioral Therapy, and Motivational Interviewing practices based on client individual needs.
4. Provide appropriate and timely referral assistance to clients whose needs are beyond the scope of practice and require more specialized services. Referrals will be coordinated with the Behavioral Health Director and Clinical Manager.
5. Provide consultation with client family members and other service providers on the Reservation or in the broader community consistent with the client's wishes or needs.
6. Comply with the provisions of the Lummi Behavioral Health treatment manual for consistency in documentation, programmatic processes and standardization.
7. Act as a primary care clinician or work as a clinical team for assigned clients.
8. Standardized practices for services include obtaining:
 - a. Obtain signed Informed Consent from client and verbally review with client
 - b. Complete mental health assessment
 - c. Create an individualized treatment plan utilizing the client's voice
 - d. Develop crisis plan if necessary
 - e. Submit progress notes according to Behavioral Health policy and WAC standards

- f. Maintain client records ensuring mental health assessments, treatment plans, progress notes are completed within times required
 - g. Actively close out files when clients complete services or discontinue access to services
 - h. Provide support for other team members and their clients during scheduled work hours or when clinicians are on leave
 - i. Attend weekly clinical staffing meetings for administrative and group supervision
9. Collaborate and coordinate client care with affiliated service departments such as Probation, Lummi Counseling Services, the Courts, Lummi Children Services, Employment Training, Lummi Tribal Health Clinic, the Lummi Nation and Ferndale Schools.
 10. Make referrals as needed to the BH Nurse Practitioner for medication management.

Clinical Psychologist Responsibilities:

11. Select, administer, score, and interpret psychological tests/assessment tools to determine a client's level of functionality to formulate and mobilize treatment plans for complex psychological needs. Present these findings in comprehensive psychological assessment reports.
12. Collaboratively develop, with other departments including LTHC and LNS, routine mental health screening protocol for prevention and/or early detection of mental health issues, and coordinate referral to appropriate services.
13. Develop, direct, and/or participate in leading training programs for staff such as training on psychological assessment screening tools, scoring, and interpretation of the results to support the diagnosis; diagnosing complex mental health issues and determining the best evidenced based practice treatment approaches; crisis management; importance of self-care; and prevention.
14. Provide psychological services and/or consultation to other departments in the effort towards integrative care i.e. work in conjunction with the medical team at the LTHC in the coordination of care and a treatment plan for patients dealing with both physical and mental health issues; collaborate with Children Services caseworkers regarding the need for psychological services and/or consultation regarding parents or youth in their care.
15. Participate in the formation of and serve as a team member of the Lummi FAS Diagnostic and Prevention Clinic and perform FAS assessments as needed.
16. Provide strong crisis assessment and management services as part of a crisis response team.
17. Supervise staff, practicum students, and interns on assessment services, including selection, administration, scoring, and interpreting psychological assessments.

MINIMUM QUALIFICATIONS:

- PhD or PsyD in Clinical or Counseling Psychology from an accredited college or university
- Washington State Licensure as a Psychologist
- 5 years work experience working with youth and adults
- Experience administering and interpreting psychological assessments and writing psychological assessment reports.
- Meets the WA State requirements to be a Supervisor. Must provide proof of training.
- Must possess a valid Washington State Driver's License and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Ability to learn on the job and willing to participate in relevant job training opportunities as identified
- Knowledge of HIPAA rules and regulations
- Knowledgeable in mental health performance standards
- Knowledgeable in addictions treatment and co-occurring problems

- Knowledgeable about HIV/AIDS and sexually transmitted diseases
- Knowledge of local resources available to youth, adult and families
- Good communication and listening skills
- Knowledge of treatment-integrated understanding of historical trauma and Native cultural values

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- This position requires regular contact with or control over Indian children and is therefore subject to successful and extensive criminal background check, CAMIS background check, and FAMLINK Check.
- Must have CPR and First Aid certification within 30 days of hire.
- Experience working with Native American children and their families *preferred*.
- Must be accepting and respectful toward clients and staff
- Must be flexible and able to work nights and weekends.
- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- This position requires regular contact with or Control over Indian Children and is therefore subject to an extensive Criminal Background Check and FAMLINK Check.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <http://lnnr.lummi-nsn.gov/LummiWebsite/Website.php?PageID=376> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.