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: Child Protection Services (CPS) Social Worker I

OPEN: May 11, 2022
CLOSES: June 01, 2022
EXEMPT: No
JOB CODE:
SALARY: (8) $21.82-$24.44/hr. DOE
DIVISION: Administration
SHIFT: Day
DEPARTMENT: Court Services
LOCATION: Child Welfare Program
SUPERVISOR: Child Welfare Supervisor
DURATION: Regular Full-Time
VACANCIES: 1

JOB SUMMARY: The future of the Lummi Nation depends on the wellness and education of our children, in both the western sense, and in accordance with Lummi culture. The Lummi Child Welfare Program is charged with a legal obligation in Title 8 of the Lummi Code of Laws to investigate complaints that Lummi children and children in the Lummi community may not be safe and/or properly cared for. Child Welfare employees are responsible for performing this legal duty.

The Child Protection Services Social Worker (CPS Social Worker) has primary responsibility for investigating reports that Lummi children and other children in the Lummi Community may be in need of protection, in accordance with Title 8 of the Lummi Code of Laws. The CPS Social Worker must conduct all investigations with utmost respect for Lummi Culture and traditions and be able to communicate with the Lummi People in a way that demonstrates a working knowledge of the cultural norms. This broad intervention responsibility is often coordinated with the Lummi Nation Police Department, the Washington State Department of Children Youth and Families, and Federal Bureau of Investigation. The CPS Social Worker is expected to professionally carry out all necessary duties and testify as necessary, as a fact witness and/or as an expert witness, in either Lummi, State of Washington, or US District courts. The CPS Social Worker also works closely with Child Welfare Social Workers, to transfer cases from investigation to ongoing case management, and to assist other Social Workers with locating and communicating with parents and care givers. A CPS Social Worker I must complete a structured orientation training. The position of CPS Social Worker is an essential service to the Lummi People and so requires a CPS Social Worker to be available for on-call service at all hours. This type of work is subject to an element of personal danger, when working in the field.

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

1. Primary responsibility for investigating reports of Lummi children and other children in the Lummi community who may be in need of protection, pursuant to Title 8 of the Lummi Code of Laws.

2. Coordinates investigations with Lummi Nation Police Department, Washington State Child Protective Services and Federal Bureau of Investigations. Follows up with investigators form these other agencies to monitor the progress of civil and criminal proceedings.
3. Testifies in Lummi, State of Washington and US District courts as a fact witness and/or as an expert witness, including investigative findings and content of written reports, and Lummi traditions and cultural norms.
4. Attend weekly staff meetings with the Child Welfare team.
5. Provide legal guidance support of Tribal/or Court papers for community members seeking assistance with filing adoptions, parenting plans, name changes, or related to civil case custody.
6. Required to work after hours and weekends, if necessary to complete emergency investigations, conduct emergency placement of a child in need of care. and as a contact for Lummi Nation Police, Washington State CPS, and other professionals
7. Determines the appropriate placement for children that are removed from home, in consultation with the Child Welfare Supervisor, and seeks assistance from the Lummi Nation Police as necessary.
8. Transports child victims to emergency care and shelter placements, when needed.
9. Observes and reports on forensic interviews of child victims of criminal assault.
10. Provides information through written reports to the Tribal Prosecutor or Federal Prosecutor, in a timely manner and as requested.
11. Monitor and track monthly reports and statistics provided by department staff, which includes a narrative and statistical for ISSP tracking, monthly statistical and general view of tasks accomplished during the month just ending.
12. Maintains appropriate case files and complies with Title 8 and Child Welfare Policies in regard to confidentiality of client records and information.
13. Presents information and questions to the CCT as necessary to ensure the child's safe.
14. Responsible to conduct home visits with families whose children are in care, with foster parents, prospective foster parents, or prospective relative placement families, or for courtesy home visits for Court in civil cases for custody.
15. Develops safety plans for each substantiated case, which includes court ordered agreements when appropriate.
16. Provides advocacy services for children, families, and placements focused towards family reunification or permanency.
17. Acts as a consultant or liaison with local and state wide DCYF area offices and other child placing agencies to ensure Indian Child Welfare Act is upheld.
18. Provide information and clarification to the Office of Reservation Attorney on a moment's notice, to help challenge State positions when incongruent with the interests of the Lummi Nation or the Indian Child Welfare Act.
19. Requires attendance and satisfactory completion of annual training, including in-state and out-of-state travel when necessary to obtain training.

MINIMUM QUALIFICATIONS:

- This position requires a minimum of a Bachelor Degree in Social or Human Services.
- Completed the CPS Investigator Training through the State of Washington **OR** be willing to complete the CPS Training within 30 days of hire.
- 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:

- Experience in conducting Child Welfare investigations.
- Ability to exercising sound judgment in determining when allegations are with or without merit.

- Experience conducting thorough interviews of both hostile and friendly parties, maintaining control in emotionally tense or hostile situations, and obtaining accurate and relevant information.
- Demonstrated experience in interviewing potentially abused/neglected children.
- Demonstrated ability in maintaining professional case files and confidentiality of records and information.
- Demonstrated ability to communicate effectively both verbally and in writing.
- Excellent people skills and demonstrated ability to develop effective working relationships and maintain professionalism, diplomacy and tact with clients, employees, outside agency personnel, and co-workers in a sensitive environment.
- Working knowledge of basic computer operations including, MS Office software, electronic mail, word processing and databases.
- Will be required to attend Lummi Nation and State of Washington Indian Child Welfare Act or other trainings as may be determined by the Child Welfare Supervisor.
- Must maintain confidentiality of sensitive and personal client information.
- All Child Welfare and CPS Social Workers must successfully complete a structured orientation training, before moving from Orientation to Regular Full-Time status.

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 an FBI Fingerprint Criminal Background check and Child Abuse and Neglect data base check.
- Must have no criminal convictions that would affect ability to testify in Lummi, State or Federal Court.
- No Current or New Criminal Charges when hired or during employment.
- Must be fully vaccinated for COVID-19 including two (2) doses of a 2-dose series, or one (1) dose of a 1-dose series, plus 14 days beyond the final dose prior to the start date

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: https://www.lummi-nsn.gov/widgets/JobsNow.php 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.