



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: WISE Family Partner/Certified Peer Counselor

Behavioral Health

Re-Advertise

OPEN: April 21, 2023

EXEMPT: Yes

SALARY: (8/9) \$23.05-\$29.82/hr. DOE

SHIFT: Day, Flexible, and Crisis On-Call

LOCATION: LIBC Admin Bldg.

DURATION: Regular Full Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Behavioral Health

DEPARTMENT: WISE

SUPERVISOR: WISE Clinical Supervisor

VACANCIES: 1

JOB SUMMARY: The incumbent is assigned to the Lummi Behavioral Health Division as a Certified Peer Counselor to act as the Family Partner to the Wraparound with Intensive Services (WISE) program. The Family Partners is a formal member of the WISE team whose role is to serve the family and help them engage and actively participate on the team and make informed decisions that drive the WISE process.

The Family Partner can be a mediator, facilitator, or bridge between families and agencies. Family Partners ensure each family is heard and their individual needs are being addressed and met. Family Partners are expected to have strong connections to the community and are knowledgeable about resources, services, and supports for families.

The Family Partner should communicate and educate agency staff on the importance of family voice and choice and other key aspects of family driven care. The Family Partner has a collaborative relationship with the Care Coordinator, Cultural Mentor, Therapist, and Youth Partner. Together they establish mechanisms to keep each other informed, make sure the Family Partner knows when new families are enrolled in WISE, as well as when and where team meetings will occur, ensure all newly enrolled families can have support from a Family Partner, if they choose.

The Family Partner and Youth Partner roles are unique and not interchangeable. Family Partners will be educated in how to utilize the Children and Adolescents Needs and Strengths assessment measure (CANS) to support and educate the youth and family and are encouraged to be certified in CANS. This position requires the provider to be flexible with work hours based on the services needed by the WISE program. The WISE Family Partner is qualified through their lived, personal experience as the biological/adoptive/step/foster parent, kin, or other “forever” person in the parent role of at-risk youth with complex emotional/behavioral needs, hold a Peer Counselor certification, be CANS trained, and have participated in the full WISE training and technical assistance and is involved in ongoing WISE training activities.

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

1. Participate in WISE efforts, aligning with Systems of Care core values and principles, to reinforce mental health wellness and culture to referred youth and families of the Lummi Nation and other tribal communities.
2. Provide family support and Certified Peer Counseling services using a strength base, family-focused, culturally sensitive, and need driven approach to address cognitive, behavioral and/or emotional deficits. Hold a caseload of no more than 15. Meeting with each family a minimum of once per week.
3. Provide a culturally congruent, trauma informed, and evidenced based therapeutic practice model in the delivery of services. (i.e., Trauma-focused, Cognitive Behavioral Therapy, Motivational Interviewing, etc.)
4. Provide consultation with youth's family members and other service providers on the Reservation or in the broader community consistent with the client's wishes or needs as aligning with Systems of Care core values and principles
5. Provide consultation to the family as they and the youth learns new skills to support the family's progress and youth's treatment
6. Act as an advocate ensuring that the family has a voice in the youth's care and are active participants in the WISE process.
7. Share resources and information in an individualized manner so that families understand the WISE process and have access to information regarding their child's care.

Standardized practices for services include but are not limited to:

8. Comply with the provisions of the Lummi Behavioral Health treatment manual for consistency in documentation, programmatic processes, and standardization.
9. Submit electronic progress notes according to Behavioral Health policy and WAC standards
10. Assist in the completion of the Child and Adolescents Needs and Strengths (CANS) assessment measure as required with the family and youth
11. Actively close out files when clients' complete services or discontinue access to services
12. Provide support for other WISE team members and their clients during scheduled work hours or when clinicians are on leave
13. Attend weekly clinical staffing meetings for administrative and group supervision
14. Participate in confidential case review discussions as part of the WISE coordination of care assignment process. Participate in planning and implementing evaluation activities to track access and outcomes for youth and their families.
15. Collaborate with the youth, family, and WISE Treatment Team to 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.
16. Collaborate with the youth, family, and the WISE Treatment Team to help develop and follow a crisis plan
17. Share rotating responsibility for the WISE Program Crisis On-Call phone with 24/7 response within 30 minutes of outreach.
 - o Stabilization of crisis by reducing or eliminating immediate stressor and providing counseling to assist in de-escalating behaviors and interactions.
 - o Referral and coordination of crisis services.
 - o Provide crisis follow-up services (stabilization services)

MINIMUM QUALIFICATIONS:

- High School Diploma or GED. *Required.*

- Associate of Arts (AAS) **or** 5-years' experience working with at risk and disadvantaged youth and families. *Required*
- Must have Certified Peer Counselor certification. Unless a more advanced credential is held (i.e., BA degree in human services related field). *Required*
- Experience working with Native American children and their families. *Required*.
- Three (3) years' experience working with at-risk youth and families, specifically in human services-related fields (i.e., psychology, sociology, and criminal justice). *Required*
- Must possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policies apply.

KNOWLEDGE, ABILITIES AND SKILLS:

- Must be willing to use their own lived experiences to provide hope and peer support to other families experiencing similar challenges
- Demonstrated knowledge of and/or experience in the Lummi cultural community and the role of culture as a strength-based resource in tribal healing.
- Knowledge of treatment-integrated understanding of historical trauma and Native cultural values
- Must be able to work directly with tribal youth with complex emotional, medical, and/or learning needs, and with families to achieve treatment and wellness goals using a culture driven wraparound process.
- Must be able to utilize both professional resources and natural supports (family and/or cultural supports) in support of youth, viewing the natural supports and the professional resources as equal experts in their respective fields of knowledge (systems of care and wraparound approach).
- Must demonstrate leadership experience and diplomacy in resolving conflicts and integrating divergent perspectives.
- Must be able to consistently reframe negative stated terms or phrases, during team and/or family meetings, and model how to reframe into positive language
- Must demonstrate the skill and ability to respond to crises and are able to coordinate the appropriate care.
- Ability to learn on the job and willing to participate in relevant job training opportunities as identified
- Knowledge of HIPAA rules and regulations
- Knowledgeable of mental health ethical standards, specifically the *Ethical Guide for Peer Recovery Support Services and Conduct* of the Indiana Addictions Issues Coalition (IAIC).
- Knowledge of local resources available to youth, adult, and families

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 and CAMIS background check.
- Must be a biological/adoptive/step/foster parent, kin, or other “forever” person in the parent role – who has been the primary caregiver of at-risk youth with emotional or behavioral challenges. *Required*.
- 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.
- Maintain strict confidentiality in all work-related areas; process all client information activities in a confidential manner consistent with HIPAA and Lummi Nation's policies.

- Participate/attend identified trainings related to Behavioral Health Department requirements and WISE Program objectives as required (including but not limited to: HIPAA, BBP, HIV/AIDS, First Aid/CPR, CPC, Suicide Intervention, Trauma Informed trainings, etc.).
- Must be flexible and able to work nights, weekends, and monthly on-call crisis response rotation.
- Must have CPR and First Aid certification within 30 days of hire.
- Must complete all LIBC required new-hire trainings within 30 days of hire.
- Must complete all 8 HCA-WISE Introductory training modules and pass the test within 60 days of hire.
- Must have or obtain Agency Affiliated Counselor status within 90 days of hire. Unless a more advanced DOH license is held (i.e., LMHC, LSW, etc.)
- Must obtain the Child and Adolescent Needs and Strengths (CANS) certificate within 90 days of hire.
- Must complete HCA-WISE Introductory two-day training, the CANS/WISE Integration training, the WISE Intermediate two-day training, and the WISE Crisis/Safety Coaching and Planning training within 90 days of hire.
- Must have basic computer skills and reports writing skills and be able to learn on the job.
- Must be willing to participate in relevant job training opportunities as identified.
- Must be accepting and respectful toward clients and staff of all diversities.
- Must have reliable transportation
- Must maintain a healthy lifestyle

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.