



# 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 Mental Health Provider, WISE Program  
Behavioral Health (BH)

**OPEN:** May 15, 2023

**CLOSES:** May 30, 2023

**EXEMPT:** Yes

**JOB CODE:**

**SALARY:** (11/13) \$34.94-\$51.92/hr. DOE **DIVISION:** BH

**SHIFT:** Day, Flexible, and Crisis On-Call **DEPARTMENT:** Mental Health

**LOCATION:** LIBC Admin Bldg.

**SUPERVISOR:** WISE Clinical Supervisor

**DURATION:** Regular Full Time

**VACANCIES:** 1

**JOB SUMMARY:** The incumbent will be assigned to the Lummi Behavioral Health Division as a Licensed Mental Health Provider to the Wraparound with Intensive Services (WISE) program. The majority of WISE enrolled youth will have clinical needs that may be met at least in part through the efforts of a skilled mental health therapist. The mental health therapist will provide outpatient mental health services (as described in WAC 246-341). The Provider will assess and provide strength base, family-focused, culturally sensitive, and needs driven individual and family mental health services to a WISE enrolled youth and their family. This Provider will also follow all guidelines as outlined in the Behavioral Health Manual. The WISE therapist will provide effective treatment interventions that build on the youth and family's strengths when therapy or some other mental health treatment is outlined in the Cross System Care Plan. While confidentiality of the details of the therapist-client (i.e., family and/or youth) relationship should be protected, the clinical professionals on the team also must have clearly defined roles in terms of meeting needs in the plan of care. As such, the incumbent may be tasked to work in a number of roles or locations where the youth and family are, this may include but is not limited to the LIBC-BH Office, their home, or the youth's school. WISE therapist should be encouraged, trained, and supported to learn and use culturally sensitive and Evidence Based Practices (EBP). The Counselor 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 by the WISE program. The WISE therapist is qualified by completing the WISE training and is involved in ongoing WISE training and coaching activities.

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

- 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.
- Provide individual and family mental health treatment services using a strength base, family-focused, culturally sensitive, and need driven approach to address cognitive, behavioral and/or emotional deficits. Holding a caseload of no more than 5.
- Practice a culturally congruent, trauma informed, and evidenced based therapeutic practice model in the delivery of services. (i.e., Trauma-focused, Cognitive Behavioral Therapy, and Motivational Interviewing)

- 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 WISE Clinical Supervisor.
- 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 as aligning with Systems of Care core values and principles
- Act as a primary care clinician and work as part of the clinical team for assigned clients.
- Standardized practices for services include:
  - Comply with the provisions of the Lummi Behavioral Health treatment manual for consistency in documentation, programmatic processes, and standardization.
  - Obtain signed Informed Consent from client and verbally review with client
  - Complete clinical diagnostic mental health assessment at intake and annually
  - Create an individualized treatment plan utilizing the client's voice
  - Submit electronic progress notes according to Behavioral Health policy and WAC standards
  - Maintain client records ensuring mental health assessments, treatment plans, progress notes are completed within times required
  - Actively close out files when clients' complete services or discontinue access to services
  - Provide support for other WISE Treatment Team members and their clients during scheduled work hours or when clinicians are on leave
  - Attend weekly clinical staffing meetings for administrative and group supervision
  - 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.
  - 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.
  - Make referrals as needed for medication management.
  - Collaborate with the youth, family, and the WISE Treatment Team to help develop and follow a crisis plan
  - Share rotating responsibility for the WISE 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:**

- Mental Health Provider Washington State Licensure (i.e., LMHC, LSW, etc.).
- Experience working with youth and families, specifically in human services-related fields (i.e., recreation, psychology, sociology, and criminal justice).
- Experience working with *Native American* children and their families.
- 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:**

- 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).
- 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 consistently reframe negative stated terms or phrases, during team and/or family meetings, and model how to reframe into positive language
- Must demonstrate leadership experience and diplomacy in resolving conflicts and integrating divergent perspectives.
- 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
- 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, AAC, Suicide Prevention /Intervention, Trauma Informed trainings).
- Knowledge of HIPAA rules and regulations
- Knowledgeable of mental health performance standards
- Knowledgeable of mental health ethical standards
- Knowledge of local resources available to youth, adult, and families
- Ability to discuss sexual and gender issues in mixed gender group.

**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
- 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.
- Must have CPR and First Aid certification within 30 days of hire.
- Must be flexible and able to work nights and weekends.
- 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 have basic computer skills and reports writing skills and be able to learn on the job.
- 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](mailto: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.