



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: Social Worker II

Child Welfare

****Re-Advertise****

OPEN: August 11, 2023

EXEMPT: No

SALARY: \$34.26/hr. DOE

SHIFT: Day/Flexible

LOCATION: Child Welfare

DURATION: Regular Full-Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Administration

DEPARTMENT: Kwenagets Dept.

SUPERVISOR: Lead Social Worker

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 Social Worker II is responsible for providing case management services for Lummi Nation children in dependencies in Lummi Tribal Court in accordance with the Lummi Children's Code, policies & procedures of the Child Welfare Program and the Court Services Department, and Lummi custom. The role of the Social Worker II is an essential service to the Lummi People, so must be available outside the regular government business hours, and must exercise sound independent judgment, with integrity and confidentiality. The Social Worker II has the primary responsibility for training Social Worker I employees who are in Orientation, according to the Training Policy and individual training plan for each employee. The Social Worker II also provides required training to foster parents, as part of the foster parents' licensing requirements. The Social Worker II will also be paired with a Social Worker I, to provide ongoing support and advice for case management. The Social Worker II in Child Welfare duties include:

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

1. Provide case management services for Lummi children in dependencies in accordance with Tribal Codes, Child Welfare Program policies, State and Federal Regulations, and Lummi custom and culture.
2. Child Welfare Social Workers have the primary responsibility for
 - a. Development of the child's case plan
 - b. Preparing Child Protection: Reunification Reports (CPRRs) and other Court Reports
 - c. Referring the child for needed services
 - d. Monitoring the child's progress in all services
 - e. Conducting monthly Health and Safety interviews for each child to assess their health, safety, and well-being in accordance with applicable policies, regulations and laws.
 - f. Documenting and Reporting on all child's activity for case file and court purposes
 - g. Development of parental service plans

- h. Monitoring parental compliance with service plans
 - i. Documenting and Reporting all parental activity for case file and court purposes
- 3. Coordinate visitation between children and their parents/families as determined by court order.
- 4. Facilitate transportation and timing of visitation and supervises visits as necessary.
- 5. Transport children and parents to appointments when necessary.
- 6. Complete all paperwork for DSHS and/or other agencies as required for accessing services. 7
- 7. Submit all required court documents to the legal counsel and court, at least one-week prior to scheduled court hearings.
- 8. Request agenda time and attend weekly Child Consultation Team (CPT) meetings, to seek recommendations and information necessary for management of assigned cases.
- 9. Social Worker II employee will manage more difficult cases, than a Social Worker – I is expected to manage.
- 10. Submit annual and monthly reports to supervisor, both narrative and statistical, number and types of contacts and general view of tasks accomplished.
- 11. Provides one-to-one training for Social Worker I employees, for all the above and Program policies, while they are in orientation.
- 12. Is paired with a Social Worker I, to offer advice and mentoring.
- 13. The Social Worker II also provides required training to foster parents, as part of the foster parents' licensing requirements.

MINIMUM QUALIFICATIONS:

- Master's Degree in Social Work AND at least 1-year social work experience
- **OR** Bachelor's Degree AND 5 years experiences as a Child Welfare Social Worker
- Must possess and maintain a valid Washington State Driver's license and meet eligibility requirements for tribal
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of case management principles and practices; risk assessment and decision making; interviewing techniques; community resources; principles of individual and social development.
- Intermediate word processing computer skills required.
- Knowledge and ability to provide one-on-one instruction about Indian Child Welfare law.
- Knowledge and ability to apply Lummi Nation Code, Chapter 8 (Children's Code) to provide services and support Child Welfare program operations.
- Ability to work cooperatively with groups and individuals
- Ability to organize and prioritize workload
- Ability to manage a large caseload in an efficient and effective manner
- Possess excellent oral and written skills
- Ability to present clear and concise information in a courtroom setting
- Ability to work under strict timelines.

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 Federal Bureau of investigation Fingerprint Clearance.
- Must be punctual
- 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.