



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 Manager

OPEN: September 4, 2024

EXEMPT: Yes

SALARY: (13) \$46.10-\$51.92/hr. DOE

SHIFT: Day

LOCATION: Lummi Counseling Services

DURATION: Regular Full Time

CLOSES: September 18, 2024

JOB CODE:

DIVISION: HHS

DEPARTMENT: LCS

SUPERVISOR: Director (Interim)

VACANCIES: 1

JOB SUMMARY: The incumbent will provide services at the Lummi Counseling Services Outpatient Program as a licensed professional who holds both clinical social work and substance use disorder credentials so as to clinically assess and provide comprehensive wrap around services for those suffering from substance use disorders and co-occurring mental health issues. This position is to assist clients in recovery through counseling, education group therapy, role modeling and empathetic support. Other duties include providing clinical practice guidance and supervision for licensed, associate licensed clinicians, peer counselors and oversight of crisis outreach staff. The provider will ensure administrative reporting and documentation meets required professional standards to accurately support patients' records, and to reflect that these are implemented within the array of services delivered to support billing fidelity. As an experienced co-occurring professional and member of the LCS crisis response team, the manager may be tasked to assist in responding to community clients in mental health crisis including adults, adolescents, and children to assess and ensure safe resolution and access to follow up services to support continuity of care. This position requires the provider to be flexible with work hours based on the services needed within the department and Lummi Nation. The social worker manager will work in accordance with Lummi standards of care and Washington Administrative Codes (WACS) and utilizes a therapeutic approach of being empathetic, respectful, and motivational whilst encouraging clients to take responsibility for their lives.

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

1. 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.
2. Provide mental health screening and substance use assessments, develop, and implement treatment plans, provide case management referral and coordination with other care providers.
3. Assessment – Gather data from the client and other sources; analyze and interpret the data to identify client strengths, weaknesses, and needs.
4. Treatment Planning – Collaborate with the client to develop treatment plans, identifying and prioritizing problems, goals, and treatment methods.
5. Counseling – Provide individual, family, and group counseling.
6. Education – Provide clients and their families with information about substance abuse, co-occurring disorders, treatment, recovery, and resources.
7. Crisis management – Respond to client needs during extreme distress or emergencies.

8. Case Management – Coordinate with clients and resources that support identified needs and goals.
9. Consultation – Relate with professionals on client treatment and services to assure comprehensive care.
10. Prepare for and participate in individual and group supervision and clinical staff meetings.
11. Provide appropriate and timely referral assistance to clients whose needs are beyond the scope of practice and require more specialized services.
12. Provide consultation with client family members and other service providers in the broader community consistent with the client’s wishes or needs.
13. Be familiar and comply with and follow Lummi Counseling Services Policies and Procedures and Lummi Standards of Care, which include but not limited to State and Federal laws and requirements.
14. Provide clinical practice supervision and direction for certified peer support counselors and crisis outreach response staff.
15. Manage overall demands of LCS crisis outreach staff to include, but not limited to, leave requests/coverage, schedule changes, stress management, workplace atmosphere, and time management
16. Provide clinical support to clients in crisis, triage with LTHC and BH clinical staff as needed.
17. Assist the LCS Director in the development and preparation of departmental work plans pertaining to co-occurring services, clinical oversight of peer support, clinical trainees, and crisis response.
18. Work with the LCS Director to develop additional programming around serving clients in crisis
19. Meet continuing education and other requirements to maintain professional licenses related to the position.
20. Review and sign-off on clinical records of supervisees, ensuring these reflect identified medical necessities and fidelity for processing billing claims.
21. Perform other duties and assignments as requested by the Director or Clinical Supervisor(s).

MINIMUM QUALIFICATIONS:

- Master’s degree in psychology, Education, Counseling, Social Work, or Behavioral Science from an accredited college or university.
- Mental Health clinical Provider Washington State Licensure.
- Washington State Substance Use Disorders Professional (SUDP) certification and license required
- Minimum 5-year co-occurring counseling experience
- Experience working directly with children, youth and families
- Must possess a valid Washington state driver’s license and meet eligible requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of HIPAA rules and regulations.
- Knowledge of substance abuse and co-occurring disorders – characteristics, assessment and treatment.
- Knowledgeable in mental health performance standards
- Knowledgeable in addictions treatment and co-occurring problems
- Ability to work with others and actively participate as part of the treatment plan
- Good communication and listening skills
- Knowledge of treatment-integrated understanding of historical trauma and Native cultural values
- Ability to maintain accurate and up to date client records.
- Acts as a positive role model, providing clients with guidance and support.

REQUIREMENTS:

- 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.
- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment.
- Complete HIV/AIDS and Airborne Pathogens 8 h-hour training or willing to take next available class.
- Must have CPR and First Aid certification within 30 days of hire.
- Position requires extensive Criminal Background Check.
- Must be accepting and respectful toward clients and staff
- Must be flexible and able to work nights and weekends.

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.