



Spirit Lake Tribe
P.O. Box 359
Fort Totten, North Dakota 58335
slthr@spiritlakenation.com

Job Title:

Clinical Social Worker

Open Date:

January 23, 2017

Position Objective: The purpose of this position is to provide professional Clinical Social Work services for the Spirit Lake Nation and for other Native Americans residing within the area. This position is located at the Spirit Lake Health Center in Fort Totten, ND and is under the direct supervision of the Behavioral Health program supervisor.

Major Duties & Responsibilities:

- Incumbent must have a valid license/certification as an Independent Clinical Social Worker (LICSW) within the guidelines of the licensure policy, National Association Board of Social Workers, and in the state in which the individual is licensed.
- Incumbent provides independent mental health assessments and therapy by observation, interpretation and intervention of the full range of complex emotional, behavioral, and mental health disorders as outlined by the DSM-5.
- Incumbent provides professional social work services for the clients of the Spirit Lake Health Center. Including diagnostic treatment and assessment for individuals, families, and groups; problems often include physical and mental illness, adjustment disorders, problems related to alcohol and drug abuse, victims of abuse, depression, anxiety, suicide gestures/attempts/ideation, marital and family discord, and handicapped and developmentally disabled. Individual develops interventions based on the above needs assessment and exercises mature professional judgement in consultation with the supervisory social worker in providing problem-focused, culturally appropriate care.
- When appropriate, routine duties shall include providing social work services outside of the clinic to individuals eligible for services provided by the Spirit Lake Health Center in homes, schools, clinics, job sites, and other community locations within the Fort Totten Service Unit.
- Incumbent provides case management for ongoing follow-up of cases and coordinates treatment referrals once cases are stabilized within the intervention team. Department maintains a registry of all child abuse cases.
- Individual organizes, coordinates, develops and leads therapeutic groups for individuals and families of all ages.
- Individual provides Crisis intervention services to clients with a wide variety of acute mental health problems.
- Individual shows understanding, courtesy, Empathy, concern; develops and maintains relationships; may deal with people who are difficult, hostile, distressed; relates well to people from varied backgrounds and situations; and is sensitive to individual differences.

- Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish, organizational goals; causes change.

Program Activities:

- Ensure that the Spirit Lake Health Center strategic plan, mission, vision and values are maintained and integrated into strategies, goals, objectives, work plans and work products and service.
- Articulate and communicates to supervisor assignments, projects, problems to be solved, actionable events, milestones, and/or program issues and deadlines.
- Provides professional written documentation for the medical records (Electronic Health Records); provides statistical and other reports as requested. Monthly chart reviews will be part of the formal performance evaluation of the incumbent.
- Monitor and report on the status and progress of work, checking on work in progress and reviewing completed work to ensure instructions on work priorities, methods, deadlines and quality have been met.
- When appropriate, represent the department/facility and convey the department's findings and recommendations in meetings and dealings with other employees, program officials, the public and other customers on issues related to or that have an impact on objectives, work products and/or tasks.
- Communicate strengths and weaknesses and provide insight in exploring alternatives and determining what improvements can be made (e.g., in work methods, processes and procedures). Discuss viable solutions.
- In the absence of the Behavioral Health Supervisor, the incumbent may temporarily assume the duties until such returns, if so designated.
- Performs other duties as assigned.

Community Collaboration:

- Acts as a liaison to other health care professionals/agencies and social welfare agencies, including tribal, state, federal and private entities.
- As requested by Behavioral Health Supervisor, acts as Mental Health consultant to area facilities as deemed appropriate with job description duties such as serving on Health Advisory board, Child Protection Team, Multidisciplinary Team, and Spirit Lake Suicide Prevention Taskforce and other team meetings established to improve the community or help the client. The incumbent coordinates and serves as the expert on accessing mental health treatment resources for the individual, family, or community.
- Establishes and maintains a Multi-disciplinary service unit patient admission integrated treatment plan and case management. Coordinate with Purchased Referred Care in developing resources for difficult and/or high cost cases.
- Participates and/or initiates educational and preventive efforts for the community.

- Routine duties shall include providing social work services to individuals eligible for services provided by the SLHC in homes, schools, clinics, job sites and other community locations within the Spirit Lake Health Center.

Knowledge Required for the Position:

- Professional knowledge of social work principles and practices including knowledge of assessment of emotional, behavioral, and mental disorders, and an understanding of theories based on best practice principles such as would be obtained in a masters or doctoral level program in the social work or related discipline.
- Skill in the provision of independent professional social work services and therapy.
- Ability to provide independent mental health assessment and intervention services.
- Knowledge of the regulations on confidentiality and patient eligibility.
- Basic knowledge of medical terminology to record and report medical information.
- Must have a working knowledge of the use of the DSM-5.
- Deals calmly and effectively with high stress situations (for example, tight deadlines, hostile individuals, emergency situations, dangerous situations.)
- Is open to change and new information; adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles; effectively deals with ambiguity.

Supervisory Controls:

This incumbent works under the administrative and direct supervision of the Behavioral Health Supervisor. This position requires initiative and dedication. The incumbent must be self-directed in the development and provision of medical social services, service unit-wide. Professional social work services are provided independently and are evaluated on overall effectiveness.

Guidelines:

Guidelines include the Indian Health Service Manual, Chapter 14, Mental Health Program and Chapter 8, Social Services Programs, standard diagnostic nomenclature, professional literature and JCAHO standards. Judgement and initiative is required in selecting among alternative approaches and adapting these approaches to the geographical, economic, and cultural setting. Professional and ethical guidelines of the discipline are also utilized.

Complexity:

Resources are limited, so creativity and persistence is required to develop solutions to client's social service and mental health needs. The incumbent is required to balance and prioritize a wide range of issues on the Spirit Lake Reservation and for the Behavioral Health Programs. Good clinical judgement and expert social work skills are required to deliver high quality individual psychotherapy and intervene in a larger network of family, tribe and culture in the minimizing the disruption in the individual patient's recovery. This position, in addition, requires knowledge of community agencies on and adjoining the reservation.

Scope and Effect:

The purpose of this position is to independently deliver social work services in order to prevent disability and promote the overall health of individuals, families and communities. In addition, it is the purpose of this position to provide consultation professional mental health services based on early intervention to high-risk patients in order to prevent more serious mental health problems.

Personal Contacts:

Contacts are with individual patients, families, groups, tribal agencies including schools, social service agencies, drug and alcohol programs, courts, state and federal resource agencies, private/public treatment facilities, physicians, psychologists and other health care workers.

Purpose of Contacts:

Contacts with patients, groups and families are to observe, interpret, provide professional intervention and treatment to effect modification of behavior by the application of generally recognized therapeutic methods. Contacts with schools and community groups are to intervene in instances of dysfunctional behavior and promote healthy, adaptive functioning, provide case consultation, to increase coordination of agencies dealing with mental health care and social work services, to advocate for client rights/services and to coordinate referrals.

Physical Demands:

The work requires the ability to sit in an office for extended periods of time: ability to utilize office automation equipment as required. Walking, standing and bending are also required. The ability for incumbent to travel may be required. The incumbent may operate Tribally owned or leased motor vehicles in the performance of work duties, if a vehicle is available for use. Valid state driver's license is required.

Work Environment:

Majority of Task will be performed in the office setting; however, the incumbent should be flexible in adjusting to changing environments and adaptation to a variety of schedules. Settings may include clinic and hospital settings, emergency room, homes, schools, tribal jail, tribal court and other community agencies.

Qualifications, Experience and education required:

- Education: Graduate with a Masters or doctorate degree in Social Work.
- Licensure: Is licensed in North Dakota as a Licensed Independent Clinical Social Worker (LICSW), or is licensed under another state that is equivalent of a clinical license. (Those that hold a clinical licensure from another state will be required to work with the North Dakota Board of Social Workers to obtain a valid Independent North Dakota license.) The agency may approve to underfill the position for a Licensed Certified Social Worker (LCSW) with the intent to obtain clinical supervision and become an LICSW within a 2-year period. However, the individual must already have an LCSW or a licensure equivalent to North Dakotas requirements of an LCSW. Those individuals whom are

unable to fulfill the 2-year clinical licensure requirement may be subjected to removal based on where the individual is in the licensure process.

- 1-2year experience is preferred but is not a requirement upon entering position.
- Valid Driver’s License
- No record or history of child abuse/neglect.
- Pass through background check

Job Role:	Outpatient	Company Industry:	Spirit Lake Tribe
		Closing Date:	Until filled
Employment Status:	Full- time	Supervision	Department Supervisor
Monthly Salary Range:	DOQ	Manages Others:	No
Number of Vacancies:	1		

Please Send Application to:

Name:	Spirit Lake Human Resource Department	Email:	slthr@spiritlakenation.com
Address:	P.O. Box 97	State	North Dakota
City:	Fort Totten, North Dakota	Zip/Postal Code:	58335
Phone:	701-766-1203 or 701-766-1215	Fax:	701-766-1272

Application Procedure	Complete application/Completed resume/Application materials must clearly explain how experience and education are related to minimum qualifications and job duties. Copy of Credentials /License/Copy of college transcripts/copy of valid driver’s license/Names, addresses, phone numbers and permission to contact three references/If seeking Indian Preference a copy of Tribal Enrollment must be attached/ If seeking Veteran’s preference must include Form DD214/Authorization signature will be required for background check and drug testing.
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