



COLORADO RIVER INDIAN TRIBES

Human Resources

26600 Mohave Road
Parker, Arizona 85344

Telephone (928) 669-1320 * Fax (928) 669-5263

VACANCY ANNOUNCEMENT

January 22, 2020

#5-20

Department: Department of Health and Social Services/Behavioral Health Services

Position: Clinical Therapist

Reports To: BHS Clinical Director

Salary: D.O.E.

Job Summary:

The Mental Health Therapist ensures that all his or her program activities and interventions are clinically appropriate, provides clinical support and guidance to programs and staff, monitors program acuity and coordinates interagency referrals and services. The Mental Health Therapist is responsible for clinical assessment, treatment planning and all documentation for their caseload and those they supervise. The Mental Health Therapist completes clinical assessment for intakes; provides individual, group and family counseling to assigned populations; and provides supervision to subordinate clinical staff as assigned.

Duties & Functions:

(The following are illustrations of the typical duties and responsibilities of the incumbent and are not to be construed as all inclusive)

1. Incumbent provides services including, but not limited to crisis counseling, evaluations, individual therapy, group therapy, and couple/family therapy and referrals to appropriate programs and services.
2. All documentation must meet legal, ethical and departmental standards.
3. Must maintain client files and required documentation in accordance with department, tribal, state and federal standards, including progress notes, treatment plans, consultation notes, treatment updates, referrals and reports.
4. Must participate in intradepartmental, intra-tribal and inter-agency committees, boards work groups and task teams as assigned.
5. Other duties may be assigned at the discretion of the Director or designee to fulfill the Department's needs, objectives and/or goals.
6. Follow established Tribal policies and those outlined in the Colorado River Indian Tribes Employee Handbook.

Required Skills and Abilities:



1. Incumbent must provide a wide range of therapeutic services to assigned clients and their families.
2. Must maintain client files and required documentation in accordance with departmental, tribal, state and federal standards, including progress notes, treatment plans, consultation notes, treatments updates, referrals and reports.
3. Must participates in intradepartmental, intra-tribal and inter-agency committees, boards work groups and task teams as assigned.
4. Incumbent is to provide services in accordance with “Scope of Work” of the Arizona Department of Health Services, Behavioral Health Services Interagency Agreement.
5. Incumbent must provide services consistent with the Health Insurance Portability and Accountability Act (HIPAA).
6. Incumbent performs other duties as assigned within scope of practice and program needs.

Education & Experience Requirements:

1. Applicant must have a Master’s Degree in psychology, counseling or social work from a regionally accredited college or university and must hold an Independent Master’s Level Mental Health Therapist License (LPC, LMFT OR LCSW).
2. Applicant must possess a valid driver’s license throughout employment and have personal transportation and a working telephone.
3. In accordance with P.L.101-630, all applicants must pass a background check and are subject to fingerprinting.
4. Requires experience in the assessment of clients in assigned populations with two (2) years’ experience in mental health work minimum.
5. Requires excellent interaction skills, Written and verbal communication skills, flexibility in working hours and good organizational skills.
6. Experience and knowledge of community resources, family dynamics, human behavior and Native American culture is required.
7. Must have or be able to complete CPR and First Aide certification within thirty (30) days of hire.

Physical Requirement:

1. Must successfully complete a drug screening test prior to appointment.
2. Physically able to perform duties assigned.
3. May work extended shifts as assigned, some weekends and holiday do to being On-Call.

Tribal and Indian Preference:

The Colorado River Indian Tribes has implemented a Tribal / CRIT Preference in Employment Policy. Pursuant to this Policy, applicants who possess the knowledge, skills, and abilities required by this position, and who are enrolled members of the Colorado River Indian Tribes will be given primary preference in hiring and employment for this position. Let it be known that Tribal preference is integrated into the interview and scoring process for candidates for job positions.

OTHER:

Confidentiality: All employees must uphold all principles of confidentiality to the fullest extent.



This position has access to sensitive information and a breach of these principles will be grounds for immediate termination.

Background Investigation: This position may be subject to a criminal history background check, a suitability background check and/or a Fair Credit Reporting Act (FCRA) check. In addition, some positions are subject to a 101-630 background check in an effort to ensure compliance with Public Law 101-630 "Indian Child Protection and Family Violence Prevention Act." Candidates must be able to successfully pass all required background checks to qualify for this position.

Drug Screening: All applicants must successfully pass a pre-employment drug screening prior to beginning employment and will be subject to random drug testing per the CRIT Employee's Handbook, Substance Abuse Policy.

Disclaimer: The information on this position description has been designed to indicate the general nature and level of work performance by employees in this position. It is not designed to contain, or be interpreted as, a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position. Employees will be asked to perform other duties as needed.

For Employment Application visit: <http://crit-nsn.gov>

Submit completed application to: **CRIT Human Resource Department**
26600 Mohave Road
Parker, Arizona 85344

APPLY:

COLORADO RIVER PREFERENCE:

Under the Title VII of the Civil Rights Act Sections 701(b) and 703(i) explicitly exempts from coverage the preferential employment of Indian-by-Indian Tribes. Therefore, C.R.I.T. acknowledges and extends preferential treatment to enrolled C.R.I.T. members who qualify toward all employment opportunities otherwise; C.R.I.T. does not discriminate against employees or applicants based on race, color, sex, religion or national origin.

C.R.I.T. Offers

Health and Life Insurance, Paid Holidays, Sick and Annual Leave and Pension Plan. Pre-employment drug screening is required.

