



Confederated Tribes of the Colville Reservation

Human Resources Office P.O.Box 150 Nespelem, WA 99155
(800) 506-9434 (509) 634-2843 Fax (509) 634-2864 www.colvilletribes.com

POSITION: Family Preservation Specialist

SALARY: \$45,884.80 annually, less 5% during probation

REPORTS TO: Children & Family Services Program Manager

LOCATION: Children & Family Services, Nespelem, Washington

BASIC FUNCTIONS: The incumbent of this position will provide community based services to promote the well being of children with interventions designed to strengthen and empower families, to increase parent's confidence in parenting skills, and to provide children a stable and supportive family environment. When a child is in imminent danger of placement outside the home, the worker will respond within 24 hours to the referral and assess the needs of the family. Duties will also include special workshops and training on child/youth development, family counseling, life skills, parenting, family support systems, and other related family planning systems. Technical assistance, consultation, presentations, and training will be provided. Family Preservation Specialist will be responsible for the Title XIX billing services weekly. This position requires mental health counseling services to children and families; all records must be maintained in compliance with Indian Health Services standards. Thorough intake evaluations, assessment, diagnosis, developing a treatment plan, follow through on treatment implementation, case management, and monitoring the child's family system are vital elements of the job. This may include individual and group sessions. Knowledge of Solution-Focus Therapy and Reality Therapy is desired. The Family Preservation Specialist will attend weekly staffing with and participate in peer case reviews at the Behavior Health Program providers.

MINIMUM QUALIFICATIONS (Education and Training):

- Master of Social Work (MSW) or Psychology; **AND** Two years paid professional Social Service related work experience strongly desired.
- Licensed or Certified as a Mental Health Counselor is desired or be willing to obtain license as a Mental Health Counselor within 12 months of employment. To be able to take the test for licensure one must complete 3,200 counseling hours which 100 of those hours are supervised.
- Must be a Registered Counselor in Washington State.
- Copies of Official Transcripts, Diploma's, and License/Certification, **REQUIRED by closing date.**
- Previous work experience demonstrating **STRICT** confidentiality.
- Work experience reflecting the ability to provide direct mental health screening, assessment, evaluation, treatment, individual treatment plans, referral discharge, Title XIX billing and documentation.
- Work experience reflecting the ability to develop and implement appropriate service plans including service agreements with clients.
- Must possess and maintain a valid State Driver's License and be eligible for the Tribes' vehicle insurance throughout term of employment.
- Must successfully clear an extensive Criminal History Background Inquiry.
- Must be knowledgeable of State, Federal, and Tribal law regarding Child Abuse and Neglect, Indian Child Welfare Act, Becca Bill, Tribal Code, State WACS and RCW's.
- Must be able to have demonstrated an alcohol/drug-free lifestyle for the past three years.
- Must not have been a client of CFS within the last three years.

RECRUITING INDICATORS (Knowledge, Skills, and Abilities):

- Ability to accomplish assignments with minimal supervision.
- Ability to speak in public and present to the community effectively.

RECRUITING INDICATORS (Knowledge, Skills, and Abilities): cont'd

- Ability to work effectively with the public and handle conflicts, complaints, or problems professionally.
- Knowledge of reservation lifestyle as related to child development/rearing practices, family dynamics, and community social issues.
- Ability to provide crisis counseling and intervention to children and families.

Note: This position has been identified as a "Safety Sensitive" position. Pursuant to CCT policies, this position is subject to pre-employment, post-accident, and random drug testing.

TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL ALSO BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO ARE MINIMALLY QUALIFIED WITHIN EACH INDIAN PREFERENCE CODE.

CLOSING DATE: Open Until Filled. Applications and supporting documents MUST be received in the Human Resource Office.

INFORMATION: Confederated Tribes of the Colville Reservation
Human Resources Office
P. O. Box 150
Nespelem, WA 99155
(800) 506-9434
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