

The SHOSHONE-BANNOCK TRIBES

FORT HALL INDIAN RESERVATION

P.O. Box 306
Fort Hall, ID 83203



HUMAN RESOURCE DEPARTMENT

Phone: (208) 478-3856/(208) 478-3857
(208) 478-3850/(208) 478-3750
Fax: (208) 478-3950

JOB DESCRIPTION

TITLE: MENTAL HEALTH CLINICAL SUPERVISOR

DEPARTMENT: TRIBAL HEALTH AND HUMAN SERVICES (THHS)
Behavioral Health

SALARY: \$34.47 – \$38.51 G16-17/ S1-3 DOE

OPENS: May 8, 2023

CLOSES: May 19, 2023

CAREER STATUS: **EXEMPT** – Conditional upon successful 90-day probationary evaluation and annual budget appropriations.

Attach ALL supporting documents, including: Tribal enrollment, honorable discharge, educational attainment, professional certification, license, and other relevant documents to verify eligibility for job qualifications and preference. INCOMPLETE APPLICATIONS MAY BE SCREENED OUT.

GENERAL PURPOSE:

Shoshone-Bannock Tribal Health and Human Services Counseling & Family Services is responsible for effective delivery of Mental Health service to the Tribal Membership and to eligible Native American recipients.

This position provides quality Mental Health service aligned with the THHS department mission statement, strategic plan and the Counseling and Family Services/Behavioral Health program's scope of work. Works in compliance with policies and procedures governing the Counseling and Family Services/Behavioral Health program, Tribal Health & Human Services (THHS) Department, Tribal Management Systems, funding source assurances, and established professional practices.

The Tribal Health and Human Services department implements continuous quality improvement practices. Professional development is encouraged through a combination of work experience, self-study, formal training, and education. Career advancement is possible when advanced health care professional proficiencies, education, certifications; licensures are acquired and result in significant service delivery improvements and significant expansion of position responsibilities.

SUPERVISOR:

Position is supervised and evaluated by the Behavioral Health Manager and under the general supervision of the Tribal Health and Human Services Director. Will supervise and evaluate program personnel as specified in position descriptions, applicable THHS policies, and the Tribal Personnel Manual. Supervises and coordinates multidisciplinary and ancillary support staff in the provision of mental health services to clients. Provides daily administrative oversight to the team, with technical supervision of licensed clinical staff exercised in accordance with scope-of-practice guidelines

MENTAL HEALTH CLINICAL SUPERVISOR

Approved 12/14/22 DA3296

DUTIES AND RESPONSIBILITIES:

The Mental Health Clinical Supervisor is responsible for assisting the Behavioral Health Manager in the development, implementation, and day to day operation of the mental health program. Will effectively communicate program, administrative, and clinical direction to subordinate staff.

Will provide individual supervision to master-level staff in relation to their clinical case management and treatment service provision, along with supervision for bachelor-level staff and intern students.

Ensure that adequate supervision around improvement of job performance is provided in a supportive, constructive manner. Provides clinical assessment guidelines, conducts clinical assessment skills reviews, and serves as a consultation resource.

Review and approve clinical documentation and assist in the development of appropriate clinical treatment goals and interventions for the clients in the program. Assures thorough and concise discussion of each client attending to treatment goals, measuring behavior and progress in overall treatment.

Develops and maintains a staff clinical training program. Identifies staff training and development requirements and provides training and guidance to administrative and clinical staff to ensure mental health services delivery effectiveness.

Will review and/or approve treatment authorization requests from hospitals, contracted network and/or community-based providers/programs and recommend approval or denial of requests per specified Tribal, State and Federal contract compliance requirements.

Manage staff to maintain positive morale and unit cohesion as evidenced by maintaining a cooperative and flexible attitude towards coworkers, showing adaptability to change, and exhibiting effective communication and interpersonal skills.

Coordinate/communicate with the contract psychiatrists/psychologist and provide support and resources to him/her as needed for the care of the clients in the program.

Confers with Behavioral Health Manager concerning human resources and work problems. Participates in the recruitment and hiring recommendations of new staff.

Will be an active participant in a multi-discipline mental health/behavioral health treatment team. Provide reduced services as needed, which include at a minimum: health promotion/disease prevention activities, screening, comprehensive diagnostic assessments, psychotherapy which will include: individuals, couples, children, adolescents, families and groups.

Services will also include treatment planning, case management, consultation and referral to community in accordance with THHS, IHS and CFS policies and procedures and professional standard of care.

Respond quickly and appropriately to emergency situations. Guide and support staff to properly address emergency situations. Will serve on the rotation schedule for after-hours crisis triage, as a member of the Crisis Intervention Team (CIT) and serve on the rotation for backup to the team.

Incumbent will deliver services in accordance with THHS and Indian Health Services Manual requirements for Mental Health Practitioners. Chart clinical data which includes: intake assessment, treatment plan, diagnosis, progress note, prepares and maintains case records for the purpose of treatment, referral, peer reviews and program evaluation.

Submit monthly workload accomplishments, narrative reports of activities and other special reports as assigned.

Evaluates existing services and trends, evidenced by workload demands, sources of referrals, identifies type of client/cases, community expectations, and availability of other resources. In consultation with the Behavior Health Manager, determines services necessary to meet the needs of the clientele and services demands of the community with available resources.

Utilizes knowledge and understanding of the Shoshone-Bannock people and resources available to provide mental health consultation to professional and administrative staff in the community, contract care providers, and local health and welfare agencies in order to promote both better understanding and appropriate services.

Participates in community wide planning and will assist in the implementation of plans to resolve complex problems. Will assist in improving coordination of existing services or develop programs for individuals with a wide variety of mental illnesses and psycho/social problems.

Implement quality assurance procedures in accordance with existing IHS, THHS and CFS policies and national accreditation standards. Assist in the development and implementation of performance oriented standards and monitors performance improvement activities.

Incumbent will participate in committees and meetings as assigned. Committees will include but not limited to Medical-Professional Staff committee, Crisis Intervention Team.

Actively participates in weekly staff meetings, staff development and in-services training. Incumbent must maintain continuing education units and take an active role in promoting their personal staff development.

Common THHS Staff Responsibilities:

May presents information to the Health Advisory Board and Fort Hall Business Council as assigned.

Participates with the department's strategic planning processes. Serves as a resource person to the Behavioral Health Manager and Tribal Health Administration in program planning and evaluation.

Assists in the preparation for and maintains AAAHC Accreditation standards for position. Participates in quality improvement projects to enhance or optimize service delivery and program operations. May be assigned to AAAHC committees as appropriate.

MAINTAINS STRICT CONFIDENTIALITY OF ALL PROGRAM INFORMATION INCLUDING RECORDS, REPORTS, DOCUMENTS, CONVERSATIONS, ETC. A breach of patient/client protected health information and/or confidentiality will be subject to appropriate disciplinary action, up to and including termination from employment.

Responsible for modeling high standards of honesty and integrity in all matters relating to employment with the Shoshone-Bannock Tribes. Required as a condition of employment to conduct them self both on and off the job in a manner that brings credit to the Tribal Government.

Duties and responsibilities will include other activities needed to carry out the THHS department and program functions.

Demonstrates fully effective to exceptional performance for each evaluation factor including but not limited to:

- Has a reliable attendance record and is a dependable and accountable employee
- Is pro-active and completes tasks in a timely manner
- Communicates in a clear, concise, and timely manner
- Establishes professional working relationships with all job contacts.
- Projects a professional attitude and appearance.
- Participates in continuous quality improvement, professional development, course work, and training opportunities to enhance service delivery and career development.
- Ensures compliance with AAAHC standards for position's scope of work
- Completed all mandatory THHS required trainings and quarterly drills.
- Complies with the THHS Employee Health Policy and annual immunization schedule.
- Complies with THHS Policy Manual
- Complies with Tribal Management Systems policies and procedures.
- Maintains a secure workstation that protects patient/client information in compliance with THHS department information security rules of behavior.
- Effectively clinically supervises and chairs staff meetings and other meetings as designated
- Supervise and manage staff in charting and chart documentation in an accurate, legible, timely, organized and pertinent manner.

QUALIFICATIONS:

The qualification requirements and compensation assignments are progressive and aligned with the following levels of education and experience:

- Must demonstrate skills necessary to provide effective counseling, therapy and clinical services, and the ability to successfully work as a member of a treatment team.
- Must be skilled in current computer applications including word processing, spread sheets, search engines, browser basics, common keyboard commands, basic hardware terminology, and electronic medical record.

Grade 16: Must have Master's Degree in Social Work or Counseling and be licensed within the United States (Idaho preferred) for at least 2 years as a LCSW, LCPC, LMFT. With five years of supervision experience working in a behavioral health setting.

- Must be registered as a supervisor within the United States (Idaho preferred).
- Must be able to supervise BSW, AMFT, LPC staff and student interns.
- Must obtain and Idaho license and registered supervision within 3 months of hire to maintain employment position.

Grade 17: Must have Master's Degree in Social Work or Counseling and be licensed within the United States (Idaho preferred) for at least 6 years as a LCSW, LCPC, LMFT. With five years of supervision experience working in a behavioral health setting.

- Must be registered as a supervisor within the United States (Idaho preferred).
- Must be able to supervise BSW, AMFT, LPC staff and student interns.
- Must obtain and Idaho license and registered supervision within 3 months of hire to maintain employment position.

Applicants who are being considered for a job offer will receive a pre-employment reference check that must verify an employment history that demonstrates creditability, dependability, and exceptional employment history. The Tribes will complete a criminal history background check in compliance with job specific requirements. The results must indicate suitability for employment.

Positions that have regular contact or control of children will receive a background check in compliance with the Indian Child Protection and Family Violence Prevention Act (25 CFR Part 63) and the screening results must indicate suitability for position.

Must have a valid Idaho driver's license and be insurable under the Tribe's insurance carrier.

Preferred Knowledge, Skills, and Abilities:

Knowledge of the Shoshone-Bannock Tribes culture and traditions and/or languages.

Knowledge of the applicable Federal, State, and Tribal laws, statutes rules, regulations pertaining to position's scope of work.

Knowledge of the Health Information and Portability and Accountability Act (HIPAA), and privacy laws.

Qualified Shoshone-Bannock Tribal Member/Indian and Veterans Preference will apply in compliance with the Shoshone-Bannock Tribes Personnel Policies and Procedures Manual.

IMPORTANT APPLICATION CRITERIA

Instructions: You must turn in all supporting documents to be eligible for this position you are applying for.

A complete application must be submitted to the Shoshone-Bannock Tribes Human Resource Department, P.O. Box 306, Fort Hall, Idaho 83203. Applications can be found online at www.sbtribes.com. Applications can be sent via email to recruitment@sbtribes.com or faxed to 208-478-3950 and are accepted until 5PM on the closing date.

Submit a copy of all supporting documents to be eligible for the position you are applying for. For example: Driver's License, Tribal ID, High School Diploma/GED, Degree or professional credentials, and other supporting documents that verify required qualifications.

Telephone calls are not accepted in place of an employment application or letter of interest.

Applicants who have a current application on file, please submit a letter of interest for each position in which you want to be considered for. The letter should address how you meet each qualification.

Preference will be given to Shoshone-Bannock Tribal member applicants who provide a copy of their tribal enrollment card. Non-enrolled members and other Indian tribal members must provide a Certificate of Indian Blood (CIB) to receive preference.

Preference points will also be given during the interview process to veterans who provide documentation of a DD-214.

Applicants being considered for employment or a political appointment must submit to a pre-employment alcohol and drug screen prior to being hired or appointed. Refusal to take the test will render the applicant ineligible for employment or political appointment.

The Shoshone-Bannock Tribes will conduct an employment background check on new employees to ensure suitability for the position applied for.