

**CONFEDERATED SALISH AND KOOTENAI TRIBES  
OF THE FLATHEAD NATION  
PO BOX 278  
PABLO MT 59855  
(406) 675-2700  
PERSONNEL OFFICE FAX: (406) 675-2711  
WEBSITE ADDRESS: [cskt.org](http://cskt.org)  
E-mail: [melanie.piedaloe@cskt.org](mailto:melanie.piedaloe@cskt.org)**

**\*\*\*VACANCY ANNOUNCEMENT\*\*\***

**TITLE:** Mental Health Therapist (1 or more positions)

**LOCATION:** Tribal Health Department

**SALARY:** Negotiable

**CLOSING DATE:** Thursday, March 5, 2020 at 5:30 p.m.

**SPECIAL CONDITIONS:**

**Position is not a Testing Designated Position within the definition of the CSKT Drug Free Workplace Policy effective January 1, 1998. The successful applicant, if not already employed by the Tribes must pass a pre-hire drug test and serve a mandatory six (6) month probationary period.**

The Mental Health Therapist provides clinical treatment services to the targeted populations of Tribal Health, with a specific emphasis on adult treatment. This is an outpatient treatment program designed to service patients with a mental health diagnosis who meet dimensions for outpatient services. This position requires highly independent clinical decision-making, assessment, diagnosis, and treatment planning. Mental Health Therapists must possess a comprehensive knowledge of mental health and substance use symptom interference, therapeutic modalities, trauma-informed care, culturally and linguistically competent healthcare, ethical standards, confidentiality, self-care, and compassion fatigue.

- Assesses changing needs of patients per regulatory guidelines associated with outpatient programs and incorporates patient care needs into active treatment planning and reviews.
- Adheres to legal and ethical standards of practices as well as Tribal Health policies and procedures.
- Demonstrates positive and therapeutic relationships with patients as well as demonstrates facial expressions congruent with language.
- Uses psychotherapeutic techniques and concepts to effectively assist patients with treatment goals, skill building, emotional regulation, and recognizing symptom interference.
- Completes clinical documentation on the same day of service delivery and provides clinical information to relevant patient treatment and insurance providers to ensure authorization for services.
- Creates treatment plans that include an effective continuum of therapeutic, supportive, and other services for patients with a variety and complexity of needs serviced by the program.
- Responds to mental health crisis and emergencies using crisis intervention and assessment modalities within Tribal Health and the greater community as indicated.
- Provides crisis intervention to patients and agencies with a wide variety of acute mental health problems, including suicide attempts, family conflicts, substance use/abuse, death, violence, and traumas.
- Established effective crisis care plans for patients and makes appropriate clinical referrals for higher-level treatment needs associated with clinical documentation, patient history, and risk indicators.

- Discusses need for additional services with the clinical team to determine appropriateness of recommendations. Refers patients to other levels of care, community-based programs for recovery or other community social or human services as needed.
- Documents all assessments, treatment sessions, contacts, case management and other work done on behalf of patients according to guidelines.
- Maintains daily records of clinical productivity in the program as indicated by Tribal Health operations standards.
- Participates in regular treatment team meetings to discuss clinical cases, review and update treatment plans, monitor therapeutic progress and initiate recommendations for referral and continuing care.
- Participates in the quality assurance and performance improvement activities of the program.
- Provides individual and group therapy to patients in the program and engages families in the assessment and treatment processes when indicated.
- Provides education to patients on recovery, symptom interference, effective and individual coping.
- Reviews cases and/or group therapy periodically, as well as serious clinical patient condition changes with supervisor and other clinical personnel as indicated.
- Under direct supervision, conducts assessments of new patients using the identified format for documentation in the electronic health record system and clinical decisions regarding treatment, interventions, and referrals, as instructed.

Request position description for a detailed description of desirable qualifications.

**MINIMUM QUALIFICATIONS (AS REFLECTED ON THE TRIBAL EMPLOYMENT APPLICATION):**

- Master's degree in a psychology, social work, counseling, or other relevant healthcare field.
- One-year clinical experience conducting suicide risk assessment, hospitalization processes, and crisis planning and triage preferred.
- Knowledge of psychiatric evaluations and assessment processes, as well as application of current version of the DSM preferred.
- Experience in diagnosing and treating behavioral and psychiatric conditions preferred.
- Licensure under the State Board of Licensing for scope of practice such as Licensed Clinical Professional Counselor, Licensed Clinically Social Worker, etc.
- Must have valid Montana State driver's license.
- Basic Life Support or Cardio Pulmonary Resuscitation within 30 days of hire.
- Must pass a background check and meet program expectations.

**SUBMIT:**

1. Completed Tribal employment application.
2. Copy of relevant academic transcript or certifications.
3. Copy of Licensure.
4. Proof of enrollment from a federally recognized Tribe if other than CSKT.
5. If claiming veteran's preference, a copy of DD214 must be submitted.

**SUBMIT ALL OF THE ABOVE TO:** Cynthia Matt, Personnel Office, PO Box 278, Pablo MT 59855, Telephone (406) 675-2700 Ext. #1259.

**FOR MORE INFORMATION:** Erika Weber, Tribal Health Department – (406) 675-2700 Ext. #7336