



PUEBLO OF ISLETA
HUMAN RESOURCES DEPARTMENT
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VACANCY ANNOUNCEMENT

POSTING NO: 013-24

OPENING DATE: 01/26/2024

CLOSING DATE: Open Until Filled

POSTED: IN/OUT

POSITION: Behavioral Sciences Clinician
PAY GRADE: E11 (\$46.60/hr. - \$65.24/hr.)
FLSA STATUS: Exempt
POSITION TYPE: Full Time
FUNDING SOURCE: POI Funded
DEPARTMENT: Police Department
REPORTS TO: Chief of Police
BACKGROUND LEVEL: Child/Elder

JOB PURPOSE: Responds to requests for assistance involving individuals that are experiencing issues with mental health, inebriation, homelessness, addiction, chronic mental illness as well as other issues involved in community or domestic crisis. Provides police support services, crisis intervention, screening, and early intervention for treatment services for the tribal community. Police support services includes incident debriefings with first responders, crisis teams, and officers to offer referral services to the Employee Assistance Program (EAP). This position requires experience with training first responder staff and officer personnel mental health and wellness skills, ranging from early intervention to treatment.

This position description may not include all of the listed duties, nor do all of the listed examples include all tasks which may be found or assigned to this position.

JOB DUTIES:

- Responds in person or by phone with an assigned law enforcement officer/first responder requests for assistance with individuals in crisis who may have psychological and/or associated mental health emergencies and chronic mental illness.
- Attempts to guide above-described individuals into services and away from detention.
- Mitigates risk of violence to self or others by de-escalation and connection to services.

- Works with law enforcement officers and other first responders to provide crisis intervention and engage in de-escalation techniques.
- Conducts on-scene mental health assessments and risk assessments to guide public safety responses.
- Conducts concise biopsychosocial evaluation of citizens experiencing an acute psychiatric emergency.
- Provides short-term and long-term, solution-focused clinical intervention.
- Makes appropriate referrals and conduct follow up services.
- Works collaboratively with law enforcement, area hospitals, social services, emergency medical services, fire department, health services, victim's services, behavioral health, tribal courts, prosecutor's office, and partnering agencies to coordinate services.
- Prepares, maintains, and protects the confidentiality in compliance with state, federal, and other privacy requirements and laws.
- Evaluates a wide range of crisis issues and supply appropriate information and referral services to resolve issues.
- Participates in developing safety and crisis-management plans to assist individuals in maintaining personal safety and that of those around them when under stress.
- Actively engages individuals in crisis, their natural supports, and treatment providers in this process and plan development.
- After an assessment and only when appropriate, complete a Certificate for Evaluation to help facilitate safe transport to the hospital.
- As requested, helps develop and deliver training including for law enforcement, pueblo departments, community groups, and other clinicians.
- As needed, maintains contact and share information with civic groups, service organizations, and other professionals.
- Works effectively during crisis situations and under highly-stressful conditions.
- Communicates clearly and concisely in all formats (including verbally and in writing).
- Provides support for Pueblo public safety personnel involved in Officer Involved Shootings, Critical Incidents, and any other work-related situation that may require professional psychological care, assessment, or treatment.
- Provides support services and therapy for Pueblo public safety personnel experiencing personal issues, off duty difficulties, on duty traumatic or stress related difficulties, legal substance abuse disorders, and those public safety personnel desiring proactive mental wellness.
- Offers support services and provide therapy for families of Pueblo public safety personnel.
- Assists Crisis Response Team (CRT) personnel and other units within the Pueblo's public safety departments by offering clinical guidance, consults, training and wellness programs.
- Furnishes proactive outreach to Pueblo public safety personnel regarding available services to destigmatize behavioral health care.
- Through collaboration with community stakeholders, helps develop and implement the coordinated wellness program for Pueblo public safety personnel, consistent with an Employee Wellness Program.
- Provides care for Pueblo public safety personnel who are mandated to speak with a behavioral health provider and conducts critical incident check-ups as needed.

- Offers ongoing care after any critical incident check-up.
- Prepares clear and concise reports.
- Provides mental wellness check-ups for Pueblo public safety personnel as mandated by an Employee Wellness Program.
- Performs other duties as assigned.

MINIMUM QUALIFICATIONS/REQUIREMENTS:

- Master's Degree in Psychology, Social Work, Clinical Counseling, Family Therapy or closely related field.
- Two years' experience of relevant experience working in behavioral health and/or crisis intervention field.
- State of New Mexico Licensed Professional Clinical Counselor (LPCC) or State of New Mexico Licensed Independent Social Worker (LISW).
- Must be able to pass a physical examination.
- Valid New Mexico driver license with ability to meet Pueblo of Isleta liability insurance requirements and maintain eligibility for insurance.
- Must pass background check for position.
- Must be able to comply with the Pueblo of Isleta Drug Free Workplace policies.

MINIMUM QUALIFICATIONS/REQUIREMENTS:

- Bilingual (Spanish/English/Tiwa)

KNOWLEDGE, SKILL AND ABILITY REQUIREMENTS:

- Knowledge of applicable federal, state, county and local laws, regulations, and requirements.
- Knowledge of the Isleta Pueblo geography and road locations.
- Knowledge of crisis intervention techniques.
- Knowledge of linkages and referrals to social services.
- Knowledge of navigation of criminal justice system.
- Knowledge of motivational interviewing.
- Knowledge of local resources and service providers.
- Knowledge of Pueblo of Isleta and state mental health laws.
- Skill in operating various word-processing, spreadsheets, and database software programs in a Windows environment.
- Skill in making effective decisions in emergency situations.
- Skill in working collaboratively with others.
- Skill in working effectively during crisis situations under extremely stressful conditions.
- Ability to maintain confidentiality of client reports.
- Ability to manage time effectively to meet deadlines for multiple priorities.
- Ability to work independently displaying good judgment and problem-solving skills.
- Ability to establish and maintain effective working relationships with those contacted in the course of work.
- Ability to research, analyze, and evaluate new service delivery methods and techniques.
- Ability to accept the dangers and stresses, regimentation, discipline and time demands of public safety work, availability for on call after normal working schedule.

- Ability to diagnosis, evaluate, create treatment plans, and conduct psychotherapy.
- Ability to exercise independent judgment.
- Ability to work independently and meet strict time lines.
- Ability to prepare accurate, complete and legible reports and present detailed, accurate and objective oral presentations and response to questions.
- Ability to communicate efficiently and effectively both verbally and in writing.
- Ability to establish and maintain good working relationships with the individuals of varying social and cultural backgrounds.

PHYSICAL DEMANDS:

- Talk, hear sit, stand; use hands to handle objects, equipment, controls and reach with arms and hands.
- Walking, standing, sitting, bending and stooping, squatting, crawling, climbing, reaching, grasping above shoulder height, kneeling, pushing/pulling, twisting at waist.
- Lifting or transporting of items up to 50 lbs below and at waist level, either with or without assistance.
- Standing, walking, or running may be on uneven surfaces or unstable ground.

WORK ENVIRONMENT:

- Work is generally performed outdoors.
- Exposure to natural weather conditions and various dusts and mists may occur while performing outdoor duties.
- Exposure to hazardous, uncontrollable, and life-threatening situations.
- Exposure to individuals with behavioral problems and potentially harmful situations that may require crisis management and other techniques to protect self and client.
- Noise level is usually moderate or loud.
- Travel within the Pueblo area is required and working in sensitive and/or hazardous areas is common.
- Work flexible hours, be “on call” status, including evenings and weekends as required;

PREFERENCE:

Tribal and Native American Indian preference shall apply to all positions at Pueblo of Isleta.