



# Quartz Valley Indian Reservation

## Position Description

**Job Title:** Behavioral Health Therapist  
**Department:** Anav Tribal Health Clinic – Behavioral Health Department  
**Primary Location:** Anav Tribal Health Clinic / Pimtav Wellness Center  
**Classification:** Full-Time, Non-Exempt  
**Reports to:** Behavioral Health Director  
**Salary:** Depending on Experience

### Primary Purpose

The Behavioral Health Therapist will counsel or provide psychotherapeutic services for individuals, family members and groups to assist them in achieving productive social adjustments, reducing the impact of disability disorders, and facilitating their achievement of living, vocational, recreational, and interpersonal goals. Works closely with the medical providers at the Anav Tribal Health Clinic.

### Essential Functions

- Develops, implements and evaluates treatment approaches for patients and affected family members.
- Develop, implement and promote culturally appropriate behavioral health prevention and treatment for Native Americans.
- Utilize individual, marital, family, group and intensive therapeutic modalities.
- Maintains confidential individual case summaries.
- Provides appropriate support to member's family, including explanation of treatment, instructions in how to support treatment and interventions to increase acceptance of and adherence to treatment.
- Utilizes resources of public and private agencies and community organizations to meet the needs of the member's treatment to include referral of the member and/or members family to external resources.
- Establishes liaisons to utilize resources of public and private agencies/community organizations to meet member and program needs.
- Function as a member of an integrated multidisciplinary team that incorporates mental health treatment, substance abuse treatment, and primary medical care.
- Perform other duties as assigned.
- This position does not have the authority of hire, fire or discipline.

## **Competencies**

To perform this job successfully an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### *Proficiencies / Education*

- Current and unrestricted California Licensure as LMFT or LCSW.
- Alcohol and Drug Certification, a plus.
- Experience with Electronic Health Records.
- Experience with providing community-based services preferred.
- Knowledge of local service systems, including services for homeless individuals, housing services, mental health services, and medical services.
- Ability to maintain professional boundaries with clients, the community, and other staff members.
- Ability to work collaboratively with clients, other ATHC staff, team members, and to treat everyone with respect and dignity at all times.
- Experience working within the American Indian/Alaska Native community preferred.

### *Experience*

- Minimum five years' experience serving the behavioral health needs of adults with severe and persistent mental illness.
- Experience in a setting integrating behavioral health and primary healthcare preferred.

## **Other Requirements**

- Must be able to pass background check.
- Must adhere to Tribal drug and alcohol policy, including pre-employment drug and alcohol screening.
- Must have a valid driver license and be insurable under the Tribe's insurance policy.

## Receipt and Acknowledgment

- The contents of this job description are job requirements, and, at this time, I know of no limitations that would prevent me from performing these functions with or without accommodation. I further understand that it is my responsibility to inform my supervisor at any time that I am unable to perform these functions.
- Job duties, tasks, work hours and work requirements are subject to change.
- Acceptable job performance includes execution of essential functions while maintaining professional conduct and compliance with all QVIR polices, including, but not limited to: QVIR Personnel, Travel, Fiscal, and Purchasing Policy.

**Indian Preference:**

In accordance with CFR 25, Part 276 and in accordance with Title VII of the Civil Rights Act, Section 701(b) and 703(i), preference in filling all vacancies will be given to qualified American Indian candidates.

**Veteran Preference:**

In accordance with QVIR Personnel Policy, applicants with documented Veteran status (such as DD-214) will be given preference in filling vacancies.

For questions regarding this position description, including applications, please contact Quartz Valley Indian Reservation Human Resources at 530-468-5907 or [humanresources@qvir-nsn.gov](mailto:humanresources@qvir-nsn.gov)

Employee signature below constitutes employee's understanding of the essential functions, competencies, and requirements of the position.

_____	_____	_____
Print Name	Signature	Date

Approved

_____	_____	_____
Business Council or Health Board	Signature	Date