



EMPLOYMENT ANNOUNCEMENT

POSITION:	OUTPATIENT CLINICAL DIRECTOR	DEPARTMENT:	WAHPIKISIK INTEGRATED BEHAVIORAL HEALTH
SUPERVISOR:	WINH DIRECTOR	STARTING SALARY:	MASTERS: \$34.47
CLASSIFICATION:	REGULAR, FULL-TIME	<i>(RISES BASED UPON EXPERIENCE/EDUCATION)</i>	DOCTORATE: \$37.91
OPENING DATE:	NOVEMBER 26, 2024	CLOSING DATE:	DECEMBER 20, 2024

POSITION SUMMARY:

The Wahpikisik Integrated Health (WINH) Division at Rocky Boy Health Center is dedicated to the emotional, social, psychological, and spiritual health of our community through services delivered with respect and compassion. The WINH Division’s outpatient services department offers integrated, individualized behavioral health and substance use treatment for the community following evidence-based practices for co-occurring mental health and substance use disorders.

The Clinical Director is responsible for the administrative and clinical operations of the Outpatient Services department, working to ensure these operations and conduct of the team are consistent with and uphold the Rocky Boy Health Center’s mission and values. The Clinical Director has a key role in the practice transformation efforts within the WINH division and will lead research projects related to division initiatives, projects, and programming.

MAJOR DUTIES:

- **Administrative Duties**
 - Oversee the outpatient services department's day-to-day operations, staff, and programs, ensuring high-quality patient care and adherence to regulatory standards.
 - Will continually review and update policies, procedures, and protocols which dictate the department’s values, conduct, and implementation of evidence-based practices to address mental health and substance use needs.
 - Communicate effectively with the team regarding policies and procedures, changes in policy or procedure, project/initiative implementation, and other matters related to workflow, patient care and the quality of services received. Prioritize practice transformation so that services addressing mental health and substance use needs are relevant, culturally appropriate, and delivered with attention to efficacy and effectiveness.
 - Responsible for annual personnel evaluations on employee department, professionalism, performance on designated metrics and objectives, contributions to the team, and both the quality and quantity of their services.
 - Will effectively address personnel issues and actively cultivates a work environment where respect, inclusivity, and teamwork are valued, fostering a sense of belonging among employees.
 - Ensure compliance with all relevant laws, regulations, and ethical guidelines governing behavioral health, SUD treatment services, and patient confidentiality.
 - Primary point of contact for concerns or informal grievances regarding the department operations or the conduct of its employees.
 - Dedicates 10% of administrative time to data collection and dissemination efforts on projects related to practice transformation, outcomes, and/or the influence of culturally-based interventions on health and wellbeing.
- **Clinical Duties**
 - Provide direct clinical services, to include: BHC integrated services, therapy, crisis intervention, mental health and substance use evaluations, and psychological testing if within their scope of training.
 - Supervise behavioral health and substance use treatment providers (group, individual, after-hours, and in-vivo support), ensuring services are culturally grounded and adhere to best practice.
 - Direct oversight including clinical and administrative supervision of incumbents in supervisory roles, following a ladderred-supervision model, and abiding by state and national guidelines to provide ethical and high -quality training opportunities.

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- Review initial assessments from all supervisees to ensure adequate information was gathered to make accurate diagnostic conclusions and that sound treatment plans developed are based on the patient or family's history, goals, and diagnoses.
- Coordinate the team's crisis response efforts. Offer crisis intervention and support to clients experiencing acute mental health crises, assessing risk factors and implementing safety plans when necessary.
- Performs other duties as assigned.

THIS EMPLOYMENT ANNOUNCEMENT DOES NOT CONTAIN A COMPREHENSIVE DESCRIPTION OF ACTIVITIES, DUTIES, OR RESPONSIBILITIES THAT ARE REQUIRED FOR THIS POSITION. DUTIES, RESPONSIBILITIES, AND ACTIVITIES WILL BE REVIEWED PERIODICALLY AS DUTIES AND RESPONSIBILITIES CHANGE WITH NECESSITY.

MINIMUM QUALIFICATIONS:

APPLICANTS WITH CREDENTIALS THAT DO NOT MEET THE MINIMUM QUALIFICATIONS FOR THIS POSITION WILL NOT BE CONSIDERED.

- Master's Degree in Addiction Counseling, Clinical Psychology, Counseling, Social Work, or Marriage and Family Therapy with training and experience working with both substance use and behavioral health needs.
- Independently Licensed (LCPC, LCSW, LMFT) or license-eligible in the state of Montana.
- Strong knowledge of integrated systems of care and best practices.
- Demonstrated competency in conducting clinical research projects and an affinity for indigenous research models.
- Clinical experience treating individuals with co-occurring substance use and behavioral health disorders.
- Strong knowledge of behavioral health regulations and best practices.

DESIRED QUALIFICATIONS:

- Doctoral degree in psychology (Ph.D. or Psy.D.), or 5+ years specialized experience providing mental health and substance use treatment in an integrated hospital or healthcare clinic, or dual-licensed as a behavioral health provider and addictions counselor.
- Experience providing supervision to LCPC candidates, LAC candidates, or other clinical trainees.
- Understanding of and appreciation for the tribal customs, traditions, practices and the sovereign status of the Chippewa Cree Tribe.

APPLICANTS MUST SUBMIT THE FOLLOWING ITEMS:

- Rocky Boy Health Center Employment Application
- Letter of interest/Cover letter
- Resume or Curriculum Vitae

ROCKY BOY HEALTH CENTER HUMAN RESOURCES IS NOT RESPONSIBLE FOR ENSURING APPLICATION PACKAGE IS COMPLETE. ONLY THOSE APPLICATIONS PROPERLY COMPLETED AND RECEIVED ON OR BEFORE THE CLOSING DATE AT 4:00 PM WILL BE CONSIDERED FOR THE POSITION ADVERTISED. RBHC RESERVES THE RIGHT TO CANCEL ANY EMPLOYMENT ANNOUNCEMENT WITHOUT PRIOR NOTICE, WITH OR WITHOUT APPLICANTS, BASED UPON THE NEEDS OF THE ORGANIZATION. ALL EMPLOYMENT OFFERS ARE CONTINGENT UPON SUCCESSFUL COMPLETION OF A BACKGROUND CHECK AND PRE-EMPLOYMENT DRUG TEST. SUCCESSFUL APPLICANTS ARE SUBJECT TO A 60-DAY PROBATIONARY PERIOD.

SUBMIT APPLICATION:



In Person

Rocky Boy Health Center Human Resources Office
6850 Upper Box Elder Road Box Elder, Montana 59521



E-mail

rbhchr@rbclinic.org



Online

<https://www.rbclinic.org/employment>

APPROVED FOR ADVERTISEMENT:

DocuSigned by:

Joel Rosette

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Joel Rosette, Chief Executive Officer