

Behavioral Health Director

Reports To: Executive Director of Health and Human Services

Supervises: Social Worker(s), Social Services Administrative Assistant, Indian Child Welfare (ICW) Case Worker, Mental Health Clinicians (LCSW/Yreka & LCSW/Happy Camp), Substance Abuse Program Director

Location: Yreka, Happy Camp, or Orleans

Salary: \$50,000 to \$65,000 depending on experience

Summary: The Behavioral Health Program includes the ICW Social Services Program, the Mental Health Clinicians and the Substance Abuse Program.

The ICW Social Services Program provides counseling and assistance to Tribal members in order to promote stability and a safe environment for Tribal children and their natural families. This program also provides assistance in identifying, certifying, and supporting Tribal Foster Homes in accordance with guidelines established by the Indian Child Welfare Act. Case management, counseling, and assistance to court dependents are also provided.

The Mental Health Program provides outpatient psychotherapy services to children and families on an individual, family, and couples basis.

The Substance Abuse department also offers outpatient substance abuse counseling and group therapy, relapse prevention, drug/alcohol education, domestic batterer's group counseling, anger abatement, and prevention work.

The Behavior Health Director will oversee the ICW Social Services, Mental Health and Substance Abuse (Drug and Alcohol) Departments and manage the department budgets. He/she will also maintain a reasonable assigned Child and Family Services ICWA caseload, will take incoming reports of alleged child and/or adult abuse/neglect; elicit information in the capacity of a mandated reporter; develop and implement service plans; provide case management services; and manage a reasonable, active caseload of Tribal children in out of home placements and/or in Tribal Foster Family Agency (FFA) to ensure appropriate placements and the health and safety of Tribal children.

The Behavioral Health Director will coordinate and work closely with County agencies such as Child Protective Services, Mental Health, Behavioral Health, Domestic Violence, and Law Enforcement, to provide information concerning available services; and, will reassess the County and/or Tribal Service Plan to ensure both the family members, the County and/or Tribal Agency Worker are making progress towards achieving the goals of the plan on time.

- 1) What are your typical job responsibilities?** Supervising the operations of the behavioral health department. Researching Indian child welfare inquiries, enrollment inquiries, appearing in court both in county courts and tribal court, as a tribal representative. Acting as an expert witness. Providing counseling and assistance to promote stability in tribal families. Work closely with local and non local county agencies. Oversee department budget. Write grants, manage an active caseload of foster families, foster children, ICW cases and adult social service cases. Supervise and be involved in the implementation of TitleIV-E. Write many letters and reports.

- 2) **How do you *really* spend your day?** Several hours a week are spent on the telephone, and writing many letters answering enrollment questions. I visit juveniles in the Hall, collaborate with other staff on case plans, I counsel tribal members on benefits available through the tribe, I make referrals to other departments. I visit with tribal members in their homes. I attend meetings, both tribal and county.
- 3) **How do you organize your day to ensure you get everything done?** I arrive early; it allows me to organize my day without interruptions. I take good notes of my phone calls and respond to them. I use a three month wall calendar and a personal calendar to insure the organization of my days, weeks, and months.
- 4) **What education/career paths lead you to this position? Were there any life changes that guided your way to this position (ex; closing of the mill, desire not to leave area, family)?** I have taught school for twenty-five years, many years on reservations, I am Native American, my first wife is Eskimo, my children are Native American, the job just fit, and I have been doing social type work all of my career.
- 5) **Uppers; what is the thing that you love most about your job?** Helping folks get their life in order, help them become well, and help reunite families that have been split up for one reason or another.
- 6) **Downers; what is the thing that you love least about your job?** Having to be involved in removing children from their family.
- 7) **What inspires, excites, and/or motivates you in your job?** The daily challenges of social work, every day is different.
- 8) **What does your average work week schedule look like (ex; hours worked, meetings, appointments, traveling, etc.)?** I will do several transports, I will go to court at least once a week. I will have at least one meeting, I usually work 50-60 hours a week, I will have over 100 phone calls, and see at least 10 clients per week in my office, and see many tribal folks in their homes.
- 9) **How do you relieve stress?** Conversations with my staff, my home life, my Harley Davidson and my family are all stress relievers. I try not to take a lot of work home, so I can relax and put my attention on my stress relievers.
- 10) **Does your job include a lot of traveling? Do you enjoy it?** Yes, I average at least one trip to the Happy Camp area a week, which basically takes a full day. There is potentially much more travel; it is part of the position.
- 11) **What advice would you give to someone interested in this line of work?** This is a full social worker position, this position deals with all aspects of social work, from domestic violence to child abuse and every other aspect of social work. This position is responsible for any and all referrals in that we don't have separate units to deal with, let's say, emergency response, we do it all. Be ready for it all. You will need a degree in social work, a lot of patience and the ability to leave most of your work at work, if you don't, this can be a burn out job.
- 12) **What does a typical day in your world look like?** Arriving early and staying late. Dealing with many different challenges and problems. answering many written

correspondence and spending a cumulative two hours on the phone. I will spend an hour or two counseling or collaborating with staff or walk in clients. I will be in a meeting sometime during the day in Yreka or have to travel to Happy Camp, Orleans or Hoopa for a meeting.