

**Santo Domingo Pueblo
Human Resources Department**



JOB ANNOUNCEMENT

POSITION TITLE: Behavioral Health Equine Clinician

SALARY RANGE: \$31.00-\$37.00 DOE

DEPARTMENT: Kewa Family Wellness Center

POSITION STATUS: Temporary Part Time

SUPERVISOR: Clinical Supervisor

JOB POSTING ID: KFWC-24066

Closing date: Until filled.

Santo Domingo Pueblo exercises Indian Preference in employment opportunities but otherwise supports non-discrimination on the basis of age, sex, religion, disability, color, race, or national origin, except where required by bona fide business necessity.

The Kewa Family Wellness Center at Santo Domingo Pueblo seeks a qualified psychotherapist to provide equine-assisted therapy to members of the Pueblo.

Basic Purpose:

Incumbent in this position is responsible for excellent direct equine-assisted clinical service delivery including all client documentation: assessment, treatment plans and clinical notes. Must collaborate and coordinate with equine manager, behavioral health clinicians, clinical supervisor, and other behavioral health care professionals, paraprofessionals and/or interns. Must provide direct clinical and case management services. Must collaborate in day-to-day functions to ensure staff coverage. Must collaborate with service providers in accordance with all policies, procedures and protocols. As a team we value camaraderie, support, excellence, and self-care.

Essential Functions:

This job description reflects management's assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned.

- Ensure the delivery of excellent equine-assisted behavioral health services for children/youth, individuals, families, and groups.
- Create, lead, and manage equine-assisted services and programs for children/youth, adults, and families.
- Manage horses and clients around horses in as safe a manner as possible.
- Provide equine-assisted psycho-therapeutic and psycho-educational services to individuals, children/youth, families, and groups.
- Complete clinical documentation such as assessments, treatment plans and clinical notes.

- Ensure that client documentation in the EMR-Bear system is accurate and current according to best practice licensing standards and HIPAA regulations.
- Attend program and clinical staff meetings to discuss client progress and participate in professional development.
- Provides crisis intervention, as needed and supports the 988 Tribal Crisis Response community team as a clinician.
- Provides case management to link clients with supportive services and provides follow-up to referring agency.
- Maintain collaborative relationships and communication with other tribal employees, community partners, and stakeholders.
- Ensure compliance with federal, state, and local regulations, as well as departmental and county policies and procedures.
- Maintain and respect client confidentiality.
- Participate in the establishment or revision of policies, procedures, guidelines, goals, and objectives.
- Engage in community outreach and public relations activities.
- Review all reports of suspected abuse or neglect of vulnerable adults or minors and ensure appropriate actions are taken.
- Work with the Behavioral Health team to implement a quality improvement plan.
- Other duties as assigned.

REQUIRED COMPETENCIES:

- **Integrity / Honesty**

All Santo Domingo Pueblo employees must operate in an ethical manner by following all Santo Domingo Pueblo policies and procedures relating to client confidentiality, HIPAA, handling, tracking of budgets, and proper behavior between staff and customers. Incumbent must conduct oneself above the appearance of doing something wrong.

- **Teamwork**

All Santo Domingo Pueblo employees must be competent in working effectively with division members and members of other divisions to resolve common issues or problems as well as listening and seeking others' perspective on how to complete assignments. Keeps others informed and up to date about tasks, progress, or projects.

- **Goal and Task Management**

Incumbent in this job needs to be able to plan, prioritize, set goals, establish standards, coordinate tasks, show concern for deadlines, and track progress with respect to personal performance.

- **Manage Resources**

Incumbent must be able to provide direction and develop rapport with clientele; identify issues and develop short/long-range plans; provide direction to and manage client case load; budget and prioritize workload; identify key factors affecting clients; and develop effective programs to maximize performance.

- **Decisiveness**

Incumbent in this position must be able to successfully determine and initiate a course of action. Incumbent must require the consideration of multiple options, information sources, and development of contingency plans.

- **Vision**

Incumbent in this position must have the ability to gain an understanding of where an organization is headed considering internal and external trends and influences.

- **Interpersonal Skills (Working with Others)**

Incumbent in this position must be able to communicate one's feelings, preferences, needs, and opinions in a way that is neither threatening nor punishing to another person, while at the same time recognizing the effort of others and praising that effort.

MINIMUM QUALIFICATIONS:

- Master's Degree in mental health related field; Licensed Mental Health Professional in the state of New Mexico (LPCC, LCSW, LMSW and LMHC). Please attach your current license to your application or resume.
- Previous experience with Native American clients preferred.
- Certificate completion in an equine-assisted therapy model.
- Must be physically capable of performing the job.
- Must be able to utilize horses for therapeutic purposes
- Must understand horse behavior and effective communication with horses.
- Must be willing to work crisis rotation, evening, weekends, and holidays as needed.
- Excellent oral and written communication skills to focus the efforts of the entire staff to meet the Santo Domingo Pueblo goals.
- Previous experience working with Native American clients preferred.
- Must be able to satisfactorily pass a background check.
- Must possess valid New Mexico driver's license with ability to meet Santo Domingo Pueblo liability insurance requirements and maintain eligibility for insurance.

HOW TO APPLY

Please submit the complete application packet.

- By email: HR@kewa-nsn.us
 - Subject line: **BH Equine Clinician – [Your Name]**
- By mail: Santo Domingo Pueblo Human Resources, PO Box 127, Santo Domingo NM 87052
- By fax: (505) 715-4416 Attn: Human Resources
- Online: <https://santodomingopueblo.isolvedhire.com>
- In person: Human Resources Department, 116 San Ildefonso St, Santo Domingo NM 87052

A complete application packet includes the following:

- Santo Domingo Pueblo Employment Application
- Cover Letter
- Resume

Incomplete application packets may delay or exclude consideration of your application.