



Tucson Indian Center

160 North Stone Avenue • Tucson, Arizona 85701
Mailing Address: P.O. Box 2307 • Tucson, Arizona 85702
Telephone: (520) 884-7131 • Fax: (520) 884-0240
www.ticenter.org

Job Title: Behavioral Health Therapist

Salary: \$26.25 - \$38.14/hour, Non-Exempt, DOE

Status:

- Temporary through 3Q FY2023-2024 Board Meeting Privileging (approx. April 27, 2024) &
- Permanent contingent upon Board privileging, Full-Time

Hrs. /WK: Forty (40) hours per week

Department: Health Services

Job Location: Tucson, Arizona

Nature of Work:

Embraces and Embodies the Identity Document's Mission, Purpose and Vision Statements; Core Values; Guiding Principles and Strategic Goals. **Responsible** for providing dedicated, culturally competent, self-motivated, and compassionate Behavioral Health Therapy services to the Tucson Indian Center patients, maintaining license in the state of Arizona, and collaborating closely with our outpatient integrated treatment center team.

The therapist position plays a crucial role in providing comprehensive therapeutic interventions, assessments, and treatment planning to help patients seeking support for a myriad of behavioral health conditions and/or co-occurring disorders. This position will carry a caseload of patients who may be referred internally or externally for individual, couples, or family therapy.

Tucson Indian Center services all age groups, from birth to geriatric. We are seeking a therapist who is proficient in providing evidence-based therapeutic interventions to all ages, utilizing clinical judgement when selecting the therapeutic approach and treatment plan based on the presenting concerns of the patient/guardian.

As Tucson Indian Center is a newly established outpatient clinic, this position will also be responsible for completing the initial Comprehensive Assessment (Biopsychosocial), Individualized Treatment Plan, and any other relevant assessments based on clinical necessity (substance use assessments, crisis plans, screening tools, etc.). The therapist's expertise will guide the treatment journey for individuals and families seeking support, while ensuring cultural competency and capturing the unique needs of each member.

Administrative and Clinical Supervision: Administrative supervision will be provided by the Medical Business Office Manager. Tucson Indian Center is actively seeking to contract with a Clinical Supervisor to support associate-level therapists in obtaining their necessary hours toward gaining independent licensure. The Clinical Supervisor will be an available resource for to associate therapists who request and require these supervision hours. If you wish to receive



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clinical supervision from an outside source or an existing clinical supervisor, that is at the discretion of the therapist.

Essential Functions*:

* This list is not exhaustive of all functions and tasks performed by the Behavioral Health Therapist and is subject to change based on discretion of Leadership.

1. Assessments and Treatment Planning:
 - a. Conduct comprehensive intake assessments, annual assessments, substance use screenings and assessments, crisis plans, suicide risk assessments, and others to gather essential information about the patient's presenting concerns, history, and goals.
 - b. Tucson Indian Center utilizes standardized assessment tools and clinical interviews so the therapist may formulate an overall impression and accurate diagnostic impressions to identify treatment needs.
2. Clinical Therapy:
 - a. Provide individual, couples, or family therapy to a designated caseload of patients, utilizing a range of therapeutic modalities tailored to each patient's individualized diagnosis, clinical need, and cultural preferences.
 - b. This position provides therapeutic services to all age groups within the Urban Native Community.
 - c. Utilize evidence-based interventions to address the patient's behavioral, emotional, and other identified needs.
 - d. Provide immediate support during crisis situations and apply de-escalation techniques to ensure the safety and well-being of our patients
 - e. Regularly review the patient's progress toward treatment goals and revise assessments and treatment plans as needed.
 - f. Maintain accurate, timely, and thorough clinical documentation in the electronic health record.
 - g. Therapist is expected to and required to work within the scope of their license, education, and skills.
3. Integrated collaboration and communication with internal and external partners:
 - a. Collaborative and communicate with the interdisciplinary team members to ensure seamless continuity of care within and outside of Tucson Indian Center's outpatient treatment center.
 - b. Actively participate in case staffings, meetings, and peer reviews as requested.
4. Ethical Standards and Compliance
 - a. Adhere to ethical guidelines, professional standards, and regulatory compliance from both federal entities and state licensing bodies.
5. Continuing Education



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- a. Stay current with up-to-date clinical interventions, best practice, and evidence-based treatments.
- b. A therapist is responsible for maintaining their continuing education requirements for their licensure.

Required Knowledge, Skill and Ability:

- Knowledge of evidence-based therapeutic techniques and interventions
- Excellent communication skills, both written, and verbal, to effectively and efficiently collaborate and document.
- Proficiency with electronic health records
- Demonstrates knowledge and ability to provide culturally competent behavioral health services to the local American Indian Community. This competency is incorporated throughout assessments, patient interactions, and treatment interventions.
- Ability to manage a caseload while maintaining high-quality clinical care and attention to individual patient needs.
- Familiarity with clinical assessments, treatment planning, and knowledge and experience with the DSM to formulate a clinical diagnosis and diagnostic summary.
- Adherence to ethical standards, confidentiality, and local, state, and federal guidelines governing mental health practice.
- Compassion, empathy, and a non-judgmental approach and attitude toward patients.
- Team-player, adaptable to change and growth, able to work independently and as a team.
- Must always demonstrate and model professionalism and integrity.

Other Requirements:

- Possess current and unrestricted Arizona driver's license with no DUI/DWI or reckless driving convictions in the last five years. No more than two at-fault accidents in the last three years. Must maintain a valid AZ driver license during employment. Must be insurable by the Tucson Indian Center liability auto policy.
- Must present a Class I Fingerprint Clearance Card prior to employment.
- Must pass alcohol/substance abuse testing upon employment, and submit to random testing during the course of employment.
- Must have an updated Immunization Record provided to Human Resources upon employment.
- Must have a current (within 12 months) Tuberculosis (TB) skin report upon employment.

Preferred Knowledge, Skill and Ability:

- Experience working with underserved populations is strongly preferred.
- Bilingual in Spanish is preferred. Fluency evaluation is required if bilingual.
- Unrestricted, independent license to practice behavioral health in Arizona.



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- Must obtain a CPR and First Aid Card prior to employment and providing patient-care services. Must maintain valid updated training during employment.

Required Experience and Training:

Education:

- Master's degree in Counseling, Social Work, Substance Use Counselor, or other related behavioral health field

Experience:

- 3 years

License/Certification:

- Associate or Independent License in the state of Arizona / Arizona State Licensure as a mental health therapist (associate level required, independently licensed applicants preferred)
- Unrestricted License

Additional Requirements:

- Must possess valid Arizona Driver's License
- Must pass Driver Insurance Carrier's requirements
- Must obtain a HIPAA certification within 2 weeks of hire.
- Must obtain certifications in Cardio Pulmonary Resuscitation (CPR), Automated External Defibrillator (AED) and First Aid within 3 months of hire.
- Must pass Arizona DPS Fingerprint Clearance (Class I & II)
- Must pass and submit to periodic/random drug testing

Working Conditions:

- Exposure to communicable disease & bloodborne pathogens, unpredictable environmental conditions, physical requirements.
- Exposure to communicable diseases such as COVID-19 or bloodborne pathogens is a risk of this position.
- While performing the duties of this job, the employee is regularly required to stand, walk, and drive in the Tucson Urban area.
- The employee is occasionally required to sit; balance; stoop, kneel, or crouch.
- The employee must occasionally lift and/or move up to 30 pounds.



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Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act (Title 25, U.S. Code, Section 472 and 473). The Tucson Indian Center is committed to achieving the full and equal opportunity without discrimination because of Race, Religion, Color, Sex, National Origin, Politics, Marital Status, Physical Handicap, Age or Sexual Orientation. In other than the above, the Tucson Indian Center is an Equal Opportunity Employer.

Additional consideration is also given to honorably discharged veterans and protected veterans.

- *Veterans who earned an Armed Forces Service Medal "pursuant to Executive Order 12985."*
- *Those who served on active duty in the US Military during an expedition, campaign, or war on the ground, naval, or air service.*
- *Recently separated veterans (3 years following separation from service)*
**All discharges besides dishonorable may receive protected veteran status.*

Revision No: 2

Revision Date: 1/22/2024

