

JOB DESCRIPTION

Job Number – 034

JOB TITLE: Youth SUD Prevention Clinical Social Worker
JOB LOCATION: Eureka, CA
SUPERVISOR: Youth SUD Prevention Program Coordinator
SUPERVISES: None
FLSA Status: Exempt
SCHEDULE: Monday–Friday 9:00 a.m. to 6:00 p.m. (40 hours/week)
COMPENSATION: \$62,400.00 per year
DEADLINE: June 12, 2020, 5:00 p.m.

SUMMARY: Located on the beautiful north coast of California, the Northern California Indian Development Council, Inc. is a private nonprofit corporation that annually provides services to 14,000 to 15,000 clients statewide. NCIDC was established in 1976 to research, develop, and administer social and economic development programs designed to meet the needs of Indian and Native American Communities; to provide support and technical assistance for the development of such programs, and the conservation and preservation of historic and archeological sites and resources.

NCIDC is starting a new Youth Substance Use Disorder (SUD) Prevention program for 7th to 9th grade Native American youth with a grant received by the Sierra Health Foundation. Funding will be used to increase youth understanding of substance use disorders, reduce community and individual stigma of use and treatment, increase recognition of the chronic nature of the disease of addiction, and build substance use disorder prevention education into community outreach and services. In addition, this program aims to invest in youth empowerment, leadership, and development by building the social and emotional competence that facilitates Native youths' resistance to drug use, and by developing their skills in enacting community change. The project will run through November 2022.

The SUD Prevention Clinical Social Worker works directly with Native youth and handles the daily activities and case management. The SUD Prevention Clinical Social Worker will be supervised by the SUD Program Coordinator. The SUD Prevention Clinical Social Worker position requires the knowledge and skills to discuss complex, sensitive topics as well as an understanding of child psychology and a passion for social justice so they can support the youth in their community projects/advocacy efforts.

RESPONSIBILITIES: The SUD Prevention Clinical Social Worker will guide weekly talking circles on a variety of topics in partnership with a consulting psychologist and community mental health service providers. In addition, the SUD Prevention Clinical Social Worker will guide mentorship activities and outdoor weekend/summer activities and act as a positive mentor for the youth. The SUD Prevention Clinical Social Worker will work with the SUD Program Coordinator to partner with various local tribes and agencies on developing culturally diverse activities and trauma-informed leadership and advocacy training workshops and activities. These workshops and activities will encourage the youth to develop an effective understanding of the oppressive systems that foster substance use disorders and provide the youth with the

tools to change them. The SUD Prevention Clinical Social Worker will encourage young people to engage with one another and assume leadership roles, guide critical thought to current conditions in the community and the connection to global systems of oppression within a historical context.

Additional duties include:

- Completing youth evaluations based on participation levels, and behavioral development to change unhealthy norms and culture in peer social networks
- Working with a clinical psychologist to keep detailed, legible clinical notes, and provide reports and statistics
- Maintaining confidential client information on youth participants under HIPAA law
- Partnering with community agencies to maximize youth access to appropriate resources and make referrals to community services
- Working with the SUD Program Coordinator to organize program activities and ensure that they run smoothly
- Acting as a chaperone for multi-day weekend and summer activities that will be outdoors and/or overnight at times
- Prioritizing and managing workloads
- May be asked to shuttle youth from school to office and then to their homes using a company vehicle, dependent upon COVID-19 treatments and the re-opening of schools
- Other duties as assigned.

MINIMUM QUALIFICATIONS: A Licensed Clinical Social Work Degree (LCSW) or a certified Marriage and Family Therapist. Ability to communicate effectively both orally and in writing. Knowledge of the cultures and traditions of the Native American tribes of Northwest California. Willingness to work with local tribal elders and local tribes within a working group. Knowledge and compassion for the historical and inter-generational trauma suffered by local native communities. Knowledge of substance use disorders to reduce stigma surrounding these areas and related treatments. Familiarity with behavioral cues to assist psychologist with youth who need additional services.

LANGUAGE ABILITY: Ability to read and comprehend complex instructions, short correspondence, and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations to clients and other employees of the organization.

MATH ABILITY: Basic math skills. Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions, and decimals.

REASONING ABILITY: Ability to apply complex sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standard situations.

EQUIPMENT/COMPUTER SKILLS: To perform this job successfully, an individual should have knowledge of Word Processing, Excel spreadsheet and database software. Basic internet usage. Knowledge of Microsoft Outlook. Familiarity with/ability to use a MAC computer is preferred but not required. Ability to conduct online meetings via Zoom or other distance meeting apps.

CERTIFICATES AND LICENSES: California Driver's License, Clean DMV record, valid vehicle insurance, CPR/First Aid Certification (with proof).

WORK ENVIRONMENT: The noise level is usually moderate.

PHYSICAL DEMANDS: While performing the duties of this job, the employee is regularly required to stand, walk, sit, use hands finger, handle or feel. Be able to reach with hands and arms and talk to hear. The employee must occasionally lift and/or move up to 45 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

ACKNOWLEDGEMENT:

I have read the job description and fully understand the requirements set forth therein. I hereby accept this position and agree to abide by the requirements set forth and will perform all duties and responsibilities to the best of my ability.

The job duties, elements, responsibilities, skills, functions, experience, education factors, requirements and conditions listed in this job description are representative only and not exhaustive of the tasks that the employ may be required to perform. The employer reserves the right to revise this job description at any time and require employees to perform other tasks as circumstances or conditions of its business, competitive considerations or a work environment change. I further understand that my employment is at-will and thereby understand that the Market or I may terminate the employment relationship at any time, with or without cause.

Employee Signature

Date

Employee Name, Printed

Native American Hiring Preference will be given to qualified American Indians per Policy Statement 915.027 on Indian Preference under Title VII.