

**APPLY IN PERSON AT:**

Human Resources Department  
909 Packerland Drive  
Green Bay, WI 54303



**OR MAIL TO:**

Human Resources Department  
P.O. Box 365  
Oneida, WI 54155-0365

Phone: (920) 496-7900

Fax: (920) 496-7490

**APPLY ONLINE AT:**

<http://oneida-nsn.gov>

A good mind. A good heart. A strong fire.

**POSITION TITLE:** Behavioral Health Consultant  
**POSITION NUMBER:** 03037  
**DEPARTMENT:** Behavioral Health  
**LOCATION:** 525 Airport Rd Green Bay WI 54304  
**DIVISION:** Comprehensive Health  
**RESPONSIBLE TO:** Behavioral Health Supervisor  
**SALARY:** E05 \$45,961/Annually (NEGOTIABLE DEPENDING ON EDUCATION & EXPERIENCE)  
**(Employees will receive 5% below the negotiated pay rate during their probationary status.)**  
**CLASSIFICATION:** Exempt  
**POSTING DATE:** June 7, 2019  
**CLOSING DATE:** June 14, 2019  
**Transfer Deadline:** June 14, 2019  
**Proposed Start Date:** As Soon As Possible

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**EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

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**POSITION SUMMARY**

Provide consultation utilizing an integrated team-based model to adults and families to improve psychosocial functioning. This position will be based in the Diabetes Care Program within the Oneida Community Health Center. This position will expand into other areas of the Health Center. Continuation of this position is contingent upon funding allocations.

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**DUTIES AND RESPONSIBILITIES:**

1. Provide comprehensive assessment and diagnosis of patients within the Diabetes Care program.
2. Knowledge of and ability to implement SBRIT into clinical practice.
3. Administer and interpret results from screening tools such as the PHQ-9, GAD-7, MOCA, MMSE, C-SSRS, DAST, and AUDIT.
4. Provide brief solution focused, preferably evidence-based behavioral interventions with active development of Behavioral Change planning for patients referred to by medical providers.
5. Provide follow up appointments to deliver psychotherapeutic care.
6. Teach patients, families, and staff care, prevention, and treatment enhancement techniques.
7. Evaluate crisis situations and apply appropriate interventions.
8. Assist in the detection of "at risk" patients and development of plans to prevent further psychological or physical deterioration.
9. Actively participate in meetings that support Oneida's integrated health care model to provide comprehensive care for clients.
10. Assist the Diabetes Care Team in developing care management processes such as the use of guidelines, disease management techniques, case management, and patient education to improve self-management of chronic disease.
11. Monitor the site's behavioral health program, identifying problems related to patient services and making recommendations for improvement.
12. Participates in Quality Improvement (QI), Quality Assurance (QA) and Continuous Quality Improvement Activities (CQI) as appropriate.
13. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.
14. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Program Strategic Plans and Policies.

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**DUTIES AND RESPONSIBILITIES(Cont.)**

15. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

**PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:**

1. Frequently walk, sit; reach with hands and arms.
2. Occasionally stand, stoop, kneel, crouch, or crawl; lift and/or move up to twenty-five (25) pounds.
3. Work is generally performed in an office setting with moderate exposure to physical risk or injuries due to potential for combative behavior by patients and exposure to second-hand smoke.
4. Extended hours, irregular shifts, evening and/or weekend work may be required.
5. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter.

**STANDARD QUALIFICATIONS:**

1. Knowledge of applicable federal, state, county and local laws, regulations, and requirements.
2. Knowledge of the theory, principles and practices of clinical, developmental and counseling psychology.
3. Knowledge of the theory, principles, practices and treatment of alcohol and drug abuse.
4. Knowledge of psycho-pharmacology.
5. Knowledge of Work Processing software, Electronic Medical Records software, and Spreadsheet design software.
6. Knowledge of the cultural, social, and economic backgrounds of therapeutic and crisis intervention services involving social and emotional problems stemming from medical conditions or diagnosis.
7. Knowledge of behavioral medicine and evidence-based treatments for medical and mental health conditions.
8. Knowledge of existing social and behavioral health resources available for patient care.
9. Ability to obtain an understanding of the Oneida Nation culture, tradition and values.
10. Ability to communicate efficiently and effectively both verbally and in writing.
11. Ability to establish and maintain good working relationships with the individuals of varying social and cultural backgrounds.
12. Ability to work through brief patient contacts as well as to make quick and accurate clinical assessments of mental and behavioral conditions.
13. Should be comfortable with the pace of primary care, working with an interdisciplinary team, and have strong communication skills.
14. Ability to design and implement clinical pathways and protocols for treatment of selected chronic conditions, specifically diabetes care.
15. Ability to provide written or oral reports and evaluations concerning program activities, accomplishments, goals and objectives.
16. Capable of making independent professional judgments and recommendations for medical, social and psychosocial intervention.
17. Ability and willingness to obtain Oneida Certification on reporting Child Abuse and Neglect within ninety (90) days.
18. Ability to be CPR and Red Cross First Aide Certified within three (3) months of employment. Must maintain CPR and Red Cross First Aide Certification during employment.
19. Ability and willingness to possess and maintain the credentialing requirements and Wisconsin Caregiver Law throughout employment.
20. Must adhere to strict confidentiality in all matters. (Must sign a confidentiality statement prior to employment.)
21. Health Insurance Portability and Accountability Act (HIPAA) training is required prior to starting this position. (Training will be administered by the Human Resource Department).
22. Must be willing and able to obtain additional education and training.
23. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
24. Must be willing and able to obtain additional education and training.
25. Must pass a pre-employment drug screening. Must adhere to the Tribe's Drug and Alcohol Free Workplace Policy during the course of employment.
26. Employees are required to have proof of immunity or dates of 2 doses of MMR and Varicella prior to starting in any position within the Oneida Comprehensive Health Division. Any refusal of vaccination(s) or failure to provide proof of immunity may disqualify the applicant.
27. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.

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**STANDARD QUALIFICATIONS (Cont.)**

28. A valid, non-probationary driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin non-probationary driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a personal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Policy prior to actual start date. Must maintain driver's eligibility as a condition of employment.

**PREFERRED QUALIFICATIONS:**

**Applicants please clearly state on the application/resume if you meet these qualifications.**

1. Knowledge of Substance Abuse Issues.
2. Experience working in a Medical Environment.
3. Licensed Clinical Psychologist (Psy.D. or Ph.D.)

**MINIMUM QUALIFICATIONS:**

**Applicants please clearly state how you meet these qualifications on the application/resume.**

1. Master's degree in Social Work from an accredited program or related disciplines appropriate to the position.
2. Must be licensed in the State of Wisconsin as a Licensed Clinical Social Worker (LCSW), Licensed Professional Counselor (LPC), Licensed Clinical Psychologist.
3. Two (2) years of experience providing direct counseling services.
4. Must be billable and reimbursable for commercial insurances, and medical assistance.

**ITEMS TO BE SUBMITTED:**

1. Must provide a copy of diploma, license, degree or certification upon employment.
2. Must complete a pre-employment assessment prior to hire.