



## TRIBAL PERSONNEL DEPARTMENT

# JOB ANNOUNCEMENT

**JOB TITLE:** **Child Psychologist**  
**SUPERVISOR:** Family Resource Center Director  
**LOCATION:** Family Resource Center  
**POST DATE:** December 11, 2023  
**CLOSING DATE:** Open until filled

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**General Description:** The primary responsibility of this position is to assist the Family Resource Center, Indian Child Welfare, and Peter Christensen Health Center with assessing, diagnosing, and treatment of mental and emotional disorders of adolescent and teens. The Child Psychologist will help design behavior modification programs and consult with medical personnel regarding the best treatment for the patient and families with a hybrid schedule.

**Qualifications:** A Ph.D. in Clinical or Child Psychology is required. Must have state of Wisconsin Clinical Psychologist Licensure. Extensive skill, knowledge, and experience of a minimum of three years of work experience working with assessments, diagnosing, and treatment with adolescents and teens with mental, emotion, and substance use disorders is required, in addition to, educational requirements.

**Salary:** Negotiable depending on qualifications and experience.

**How to Apply:** Submit your application for employment, and notarized release of information form by the deadline. Applications and detailed job descriptions can be located on our website [www.ldftribe.com](http://www.ldftribe.com) or are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department  
P.O. Box 67  
Lac du Flambeau, WI 54538  
715-588-3303  
Email: [hr@ldftribe.com](mailto:hr@ldftribe.com)

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy.

**Lac du Flambeau Band of Lake Superior Chippewa Indians  
Exempt Position Description**

**A. TITLE OF POSITION:** Child Psychologist

**B. DEPARTMENT:** Lac du Flambeau Family Resource Center

**C. SUPERVISOR'S TITLE:** Lac du Flambeau Family Resource Director

**D. DESCRIPTION OF DUTIES:** The Child Psychologist will assist the Family Resource Center, Indian Child Welfare, and Peter Christensen Health Center with assessing, diagnosing, and treatment of mental and emotional disorders of adolescent and teens. The Child Psychologists will help design behavior modification programs and consult with medical personnel regarding the best treatment for the patient and families with a hybrid schedule.

**E. POSITION RESPONSIBILITIES:**

- 1) Conduct assessments of adolescent and teens for mental and emotional disorders which may include a variety of disorders, such as, ADHD, anxiety, and depression.
- 2) Work with coordinated staff on diagnoses and treatments for adolescent and teens once the assessments are completed.
- 3) Work directly with adolescents and teens to help them overcome substance abuse, address mental disorders, and provide the medical care needed while helping the patient understand their needs and overseeing treatment options to ensure they receive proper care.
- 4) Provide complete documentation and records of assessments and treatments according to in-house policies.
- 5) Coordinate with other child health experts, like other LDF Family Resource Staff, Indian Child Welfare Workers, Peter Christensen Health Professional Staff, Vilas County Social Service/Juvenile Intake, patient's education facility, and any other coordinated referral services in facilitating and ensuring the patients' psychological development and addressing continuity and continuum of care.
- 6) Interact with patients to assist them in gaining insight, defining goals, and planning action to achieve effective personal, social, educational, or vocational development adjustments.
- 7) Develop therapeutic and treatment plans based on patients' interests, abilities, and needs.
- 8) Refer patients to other specialists, institutions, or support services when necessary.
- 9) Evaluate the effectiveness of counseling or treatments and the accuracy and completeness of diagnoses, modifying plans, or diagnoses as necessary.
- 10) Maintains strictest confidentiality according to HIPAA standards and upholds confidentiality working with client data.
- 11) Participates in mandatory trainings and completes assigned trainings.
- 12) Understands the principles of Quality Improvement and participates in appropriate QI projects.

- 13) Will be required to travel locally, regionally, and occasionally state-wide for patient continuum of care.
- 14) Other duties as assigned.

**F. POSITION RELATIONSHIPS:**

- 1) **Internal:** Heavy, frequent contact with adolescent and teens, patients' family members or caregivers, LDF Family Resource Staff, Indian Child Welfare, Peter Christensen Health Professional Staff, LDF Police Department, and State of Emergency Data Analyst.
- 2) **External:** Occasional contact with Vilas County Social Service, Vilas County Juvenile Intake, and other referral agencies.

**G. SUPERVISORY RESPONSIBILITIES:** Does not directly supervise however will collaborate with other team members in day to day operational decision making.

**H. SUPERVISION RECEIVED:** Will work independently with supervision by the Lac du Flambeau Family Resource Director.

**I. EDUCATION:** A Ph.D. in Clinical or Child Psychology is required. Must have a WI State Clinical Psychologist Licensure.

**J. EXPERIENCE:** Extensive skill, knowledge, and experience of a minimum of 3 years of work experience working with assessments, diagnosing and treatment with adolescents and teens with mental, emotion, and substance use disorders is required, in addition to, educational requirements.

**K. SKILLS:**

- 1) Three years of experience working with assessments, diagnosing, and treatment with adolescents and teens with mental, emotional, and substance use disorders, or an equivalent combination of training, education and experience that would provide the required knowledge and abilities.
- 2) Comply with all applicable laws, regulations, and professional and ethical standards.
- 3) Be free of reprimand, sanction and discipline by a licensing board, professional ethics association, or other similar entity.
- 4) Cooperate with LDF in completing a Background Information Disclosure Form and submit to a background check with the Department of Justice as required by regulation.
- 5) Current Basic Life Support certification or ability to obtain and maintain certification within 6 months of employment; maintain biannually thereafter.
- 6) Must possess a valid driver's license and liability insurance.

**L. WORKING ENVIRONMENT:**

- 1) **Work Conditions:** Normal office setting with work being done in a social and Human Services setting with a hybrid schedule approved by Supervision by the Lac du Flambeau Family Resource Director.

- 2) **Exposure to Hazards:** May be potentially exposed to communicable diseases.
- 3) **Physical Requirements:** Prolonged sitting and occasional walking and standing.

**M. BEHAVIORS:** The vision, goals and objectives of the Lac du Flambeau Band of the Chippewa Indians requires the Child Psychologist to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, clients and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each client, visitor and fellow employee is a requisite of successful job performance. Any attitude or behavior that may tarnish the name or reputation of the Lac du Flambeau Tribe will not be tolerated and may result in disciplinary action.

**N. OTHER:** Demonstrate a strong commitment to cultural beliefs and values of the Lac du Flambeau Band of Lake Superior Chippewa Indians and the governing Tribal Council. Practices cultural sensitivity at all times, recognizing the respective diverse work styles within the organization and the Lac du Flambeau community. Must submit to a drug test prior to commencing employment and random testing thereafter. Criminal background check required applicable to the job description. Employee must provide proof of immunity to measles, mumps, rubella, hepatitis b, varicella, and pertussis/Tdap at the time of employment and submit to a TB test. As an employee of the Tribe, he/she will be subject to the Policies and Procedures of the Lac du Flambeau Band of Lake Superior Chippewa Indians.

**O. SIGNATURES:**

<b>Employee</b>		<b>Manager</b>	
<b>Date</b>		<b>Date</b>	
<u>Previously signed</u>		<u>Previously signed</u>	
<b>Tribal Administrator</b>	<b>Date</b>	<b>Human Resource Director</b>	<b>Date</b>