CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
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PABLO MT 59855
(406) 675-2700
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******V A C A N C Y A N N O U N C E M E N T******

TITLE: Behavioral Health Professional
(Addictions Specialist Level 1-3, General Level 1-3, Co-Occurring Level 1-3)
(1 or more positions)

LOCATION: Tribal Health Department - (Various locations)

SALARY: Behavioral Health Professional – May be employed under contract – (rate per hour plus benefits)

Addictions Specialist Level 1 - $18.05 to $20.75	Addictions Specialist Level 2 - $22.44 to $25.79
Addictions Specialist Level 3 - $28.55 to $32.82	General Level 1 - $22.90 to $26.32
General Level 2 - $24.83 to $28.54	General Level 3 - $30.65 to $35.23
Co-Occurring Level 1 - $25.92 to $29.79	Co-Occurring Level 2 - $31.21 to $35.87
Co-Occurring Level 3 - $33.86 to $38.92	

CLOSING DATE: Monday, December 7, 2026 @ 5:30 p.m. (MST)

SPECIAL CONDITIONS:
This position is a Testing Designated Position (TDP) within the definition of the CSKT Drug Testing policy. **The successful applicant, if not already employed by the Tribes must pass a pre-hire drug test. The successful applicant will be required to serve a mandatory six (6) month probationary period.**

The Behavioral Health Professional (BHP) primarily provides clinical treatment services to targeted populations of Tribal Health and Tribal Behavioral Health (BH). This is an outpatient treatment program designed to service patients with behavioral health diagnoses who meet dimensions for outpatient treatment services. This position requires highly independent clinical decision-making, assessment, diagnosis, and treatment planning. Behavioral Health Professional must possess a comprehensive knowledge of mental health and substance use symptoms and diagnostic criteria (as appropriate), therapeutic modalities, trauma-informed care, culturally- and linguistically- competent healthcare, ethical standards, confidentiality, and hold an understanding of compassion fatigue and self-care.

- Assesses changing needs of Tribal health care recipients per regulatory guidelines associated with outpatient programs and incorporates patient care needs into active treatment planning and reviews.
- Adheres to legal and ethical standards of practices as well as Tribal Health policies and procedures.
- Demonstrates positive and therapeutic relationships with health care recipients.
- Demonstrates clear, empathetic, and precise communication to ensure understanding and collaboration with care recipients, supervisors, colleagues, and stakeholders. This includes written and verbal communications as well expressing complementary non-verbal communication.
- Uses appropriate psychotherapeutic and/or counseling techniques and concepts to effectively assist health care recipients with treatment goals, skill building, emotional regulation, and recognizing symptom interference.
- Completes clinical documentation within policy, and provides clinical information to relevant treatment and insurance providers to ensure authorization for services.
- Creates treatment plans that include an effective continuum of therapeutic, supportive, and other services for health care recipients with a variety and complexity of needs.
- Responds to mental health crisis and emergencies using crisis intervention and assessment modalities within Tribal Health and the greater community as indicated.

- ***Request position description for a detailed description of desirable qualifications.***

MINIMUM QUALIFICATIONS (AS REFLECTED ON THE TRIBAL EMPLOYMENT APPLICATION):

Behavioral Health- Addictions Specialist
Level One:

- Associates of Arts (AA) or Bachelors of Arts (BA) in Chemical Dependency (CD) or Addictions Studies, other related degree as accepted by the Montana Board of Behavioral Health/Psychology Board licensing/candidate's eligibility.
- Addictions Counselor Candidate's License in Montana (LAC-c)

Level Two:
- Level One qualifications PLUS Licensed Addiction Counselor in Montana (LAC)
- Less than three (3) years' experience as a LAC

Level Three:
- Meets Level Two requirements with 3+ years of experience as a LAC
- Provides clinical supervision and/or clinical consultation as assigned

Behavioral Health- General, Youth, Adult, Addictions, or Integrated Care Specialist

Level One:
- Masters (Arts or Sciences) in Social Work, Psychology, or other related degree as accepted by the Montana Board of Behavioral Health/Psychology Board licensing/candidate's eligibility.
- Clinical Social Worker or Professional Counselor Candidate's License in Montana (LCSW-c, LCPC-c, LAC-c)

Level Two:
- Level One qualifications PLUS Licensed Clinical Social Worker (LCSW) or Licensed Clinical Professional Counselor (LCPC) in the state of Montana
- Less than three (3) years' experience as an LCSW/LCPC

Level Three:
- Meets Level Two requirements with 3+ years of experience as an LCSW/LCPC
- Provides clinical supervision and/or clinical consultation as assigned

Behavioral Health- Co-Occurring Chemical Dependency/Mental Health Specialist

Level One:
- Masters of Arts in Social Work, Psychology, or other related degree as accepted by the Montana Board of Behavioral Health/Psychology Board licensing/candidate's eligibility.
- Associates of Arts (AA), Bachelors of Arts (BA) in Chemical Dependency (CD) or Addictions Studies, Master Addiction Counselor (MAC) or other related degree as accepted by the Montana Board of Behavioral Health licensing/candidates eligibility.
- Licensed Addiction Counselor PLUS Clinical Social Worker or Professional Counselor Candidate's License OR Licensed Clinical Social Worker or Licensed Clinical Professional Counselor PLUS Licensed Addictions Counselor Candidate's License
- Co-Occurring services provided on a regular basis within designated role on the BH team

Level Two:
- Level One qualifications PLUS Licensed Clinical Social Worker or Licensed Clinical Professional Counselor AND Licensed Addictions Counselor
- Less than three (3) years' experience as an LCSW/LCPC
- Less than three (3) years' experience as an LAC

Level Three:
- Meets Level Two requirements with 3+ years of experience as an LCSW/LCPC and LAC
- Provides clinical supervisor and/or clinical consultation as assigned

CERTIFICATES, LICENSES, REGISTRATIONS

- Active candidate's licensure under Montana State's Board of Licensing (i.e., LCSW/LCPC/LAC candidate's license) or Licensure under Montana State's Board of Licensing for scope of practice for identified level, such as Licensed Clinical Professional Counselor (LCPC), Licensed Clinically Social Worker (LCSW), etc.
- Licenses or permits are active, unrestricted, and unencumbered by administrative or board action, including probationary or other disciplinary actions taken by the overseeing licensing board.
- Must have valid driver's license.
- Basic Life Support within 30 days of hire.

SUBMIT:

1. Completed Tribal employment application.
2. Copy of degree/relevant academic transcripts and certifications.
3. Copy of current licensure.
4. Copy of current valid driver's license.
5. Proof of enrollment from a federally recognized Tribe if other than CSKT.
6. If claiming veteran's preference, a copy of DD214 must be submitted.

SUBMIT ALL OF THE ABOVE TO: Personnel Office, PO Box 278, Pablo MT 59855, Telephone (406) 675-2700 Ext. 1040 or personnel@cskt.org

FAILURE TO SUBMIT ALL OF THE ABOVE INFORMATION WILL RESULT IN IMMEDIATE DISQUALIFICATION DURING THE SCREENING PROCESS.

FOR MORE INFORMATION: Contact Desiree Fox @ (406)675-2700 Ext. 5057