

Human Resources Department Pueblo of Santo Domingo



PO BOX 127

SANTO DOMINGO PUEBLO, NEW MEXICO 87052

JOB ANNOUNCEMENT

POSITION TITLE: Child Welfare Worker

SALARY RANGE: \$13.00 - \$15.00/Hourly

DEPARTMENT: Family Services

POSITION STATUS: Full Time, Non-Exempt

PERIOD TO APPLY: 9/15/23-9/29/23

Job Posting ID: FS-23159

SUPERVISOR: Family Services Director

Santo Domingo Pueblo exercises Indian Preference in employment opportunities but otherwise supports non-discrimination on the basis of age, sex, religion, disability, color, race, or national origin, except where required by bona fide business necessity.

Basic Purpose:

Incumbent provides assistance to children and families concerning child abuse and neglect by providing comprehensive case management services. Provide professional social services in the fields of child protection, family services, children's services, and adult services. Coordinate and plan with network and agencies and resources.

Essential Functions:

- Monitor cases as to the well-being of a child and on the family's well-being.
- Assess and plan the case plan requirements of individuals, families, and children.
- Maintain timely case records, correspondence, and narratives.
- Coordinate services with various agencies, such as BIA Law Enforcement, I.H.S., State and Local programs.
- Provides protective services to families and children.
- Gathers pertinent social, medical, and psychological information relevant to client cases.
- Prepares social and home studies for Santo Domingo Tribal Court.
- Evaluates tribal homes/families for foster and/or adoptive placements.
- Coordinates with CPT members in handling cases.

- Work with various assistance programs by referring those with identified that affect their daily lives.
- Deliver direct interventions to children and their families using appropriate evidenced based methods.
- Provide support in training programs on issues like a child's behavior, development, and parenting.
- Other duties as assigned.

Required Competencies

- **Integrity / Honesty**

All Pueblo of Santo Domingo employees must operate in an ethical manner by following all Pueblo of Santo Domingo policies and procedures relating to confidentiality, federal HIPAA guidelines and proper behavior between staff and customers. Incumbent must conduct oneself above the appearance of doing something wrong.

- **Teamwork**

All Pueblo of Santo Domingo employees must be competent in working effectively with division members and members of other divisions to resolve common issues or problems as well as listening and seeking others' perspective on how to complete assignments. Keeps others informed and up to date about tasks, progress, or projects.

- **Goal and Task Management**

Incumbent in this job needs to be able to plan, prioritize, set goals, establish standards, coordinate tasks, show concern for deadlines, and track progress with respect to personal performance.

- **Decisiveness**

Incumbent in this position must be able to successfully determine and initiate a course of action. Incumbent must require the consideration of multiple options, information sources, and development of contingency plans.

- **Vision**

Incumbent in this position must have the ability to gain an understanding of where an organization is headed in light of internal and external trends and influences.

- **Oral Communication**

Incumbents in this position must have the ability to communicate ideas, thoughts, and facts verbally. Must be able to speak using correct grammar, appropriate body language, proper tone and inflection, recognizing non-verbal cues, and respecting the audience to effectively communicate ideas.

- **Interpersonal Skills (Working with Others)**

Incumbent in this position must be able to communicate one's feelings, preferences, needs, and opinions in a way that is neither threatening nor punishing to another person, while at the same time recognizing the effort of others and praising that effort.

Minimum Qualifications:

- Bachelor's degree in social work, Psychology, and two (2) years' case management experience; OR any equivalent combination of education and experience.
- Knowledgeable of Federal regulations, policies and procedures found in 25 CFR and 66 BIAM and the Indian Child Welfare Act.
- Knowledgeable of Federal, State, and community-based programs.
- Previous experience with Native American clients preferred; must be sensitive to tribal customs and traditions.
- Extended working hours, 24/7 "on call, including weekends, evening, or holidays.
- Fluent in Keres language preferred.
- Excellent oral and written communication skills to focus the efforts on client's well-being and to meet Santo Domingo Tribe goals and objectives.
- Must be able to satisfactorily pass a background check.
- Must be 21 years of age for insurance purposes.

- Valid New Mexico driver's license with ability to meet Pueblo of Santo Domingo liability insurance requirements and maintain eligibility for insurance.

How to Apply:

Please submit the complete application packet. No phone calls please.

- By email: HR@kewa-nsn.us
 - Subject line: **Child Welfare Worker – [Your Name]**
- By mail: Santo Domingo Pueblo Human Resources, PO Box 127, Santo Domingo, NM 87052
- By fax: (505) 715-4416 Attn: Human Resources
- In person: Human Resources Department, 116 San Ildefonso St, Santo Domingo NM 87052

Incomplete application packets may delay or exclude consideration of your application. A complete application packet includes the following:

- Santo Domingo Pueblo Employment Application
- Cover Letter
- Resume