

TRADITIONAL COUNSELOR

DEFINITION: Under general supervision, performs work of moderate difficulty in providing spiritual counseling services to patients, clients and families; provides mental and behavioral evaluations; develops and implements Navajo healing treatment approaches and techniques; performs related work as assigned.

ESSENTIAL FUNCTIONS: This list is ILLUSTRATIVE ONLY and is not a comprehensive listing of all functions and tasks performed by incumbents of this class.

TASKS:

Provides spiritual, educational and preventive teachings and counseling to patients based on traditional Navajo philosophy; coordinates activities with counselors, social workers and other human service workers by planning and scheduling spiritual counseling as part of patient treatment plan; provides mental and behavioral evaluation using mental health treatment planning; recommends traditional Navajo healing approaches; interviews patients to obtain information on social background, cause and effects, and makes referrals to diagnostician for services; provides services according to treatment plan using traditional approaches leading to coordination of traditional healing services; remains with the patient during the ceremony.

Provides aftercare and follow up counseling services; provides continued guidance in support groups and traditional activities; prepares patient status and progress reports and submits to the supervisor for further review; provides for the maintenance, security, confidentiality and physical control of patient records and reports; evaluates treatment services and makes recommendations for continuation or discontinuation of services based on the success and effectiveness of services; attends case staffing and works closely with clinical supervisor and direct service staff; consults with clinical supervisor and counselors; prepares required reports.

Develops and implements traditional curriculum to provide treatment and services to youth, adults, families and groups to restore peace and harmony with the patient, to increase spiritual awareness and promote traditional culture and values; attends training sessions, conferences, workshop, seminars and in-service training; participates in the development of an integrative therapeutic approach that incorporates both western and traditional healing methodologies in planning, developing and implementing a comprehensive treatment program.

KNOWLEDGE, SKILLS, AND OTHER CHARACTERISTICS:

Knowledge of traditional Navajo ceremonies and their individual meanings.
Knowledge of minor and major Dine' traditional healing ceremonies.
Knowledge of the Dine' tradition, culture, philosophies and language.
Knowledge of support programs, service delivery and administration and treatment services.
Knowledge and understanding of counseling programs.
Knowledge of the Peacemaker Ceremony Process.
Knowledge of the 12-step approach to substance abuse counseling.
Skill in performing traditional healing ceremonies and prayers.
Skill in communicating effectively in both oral and written form.
Skill in communicating effectively both the Navajo and English languages.
Skill in properly preparing for traditional ceremonies.
Skill in maintaining and retaining the history and symbolism of the Navajo traditions.

THE NAVAJO NATION

Class Code: 3811
Community Education and Counseling Series
Traditional Counselor Group
Overtime Code: Non-Exempt
Pay Grade: 60

TRADITIONAL COUNSELOR

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT: Work involves considerable physical effort in preparing and conducting Traditional Ceremonies.

MINIMUM QUALIFICATIONS: An Associate's degree in Sociology, Psychology, Social Work, Behavioral Health or related field; and two (2) years counseling experience in substance abuse or human services work; or an equivalent combination of education, training and experience which provides the capabilities to perform the described duties. Must possess a valid state driver's license and a valid Navajo Nation Vehicle Operator's Permit.

Depending upon the needs of the Nation, some incumbents of the class may be required to demonstrate fluency in both the Navajo and English languages as a condition of employment.