



# PUYALLUP TRIBE OF INDIANS

## JOB ANNOUNCEMENT



**OPENS: MAY 1, 2018**

**JOB TITLE: PERPETRATOR TREATMENT  
COUNSELOR**

**CLOSES: JULY 16, 2018**

**DEPARTMENT: COMMUNITY DOMESTIC  
VIOLENCE ADVOCACY PROGRAM**

**REPORTS TO: PROGRAM DIRECTOR**

**SALARY: DOQ+BENEFITS**  
*GRANT FUNDED POSITION*

**HOURS: 40 HRS/WK – FULL TIME**

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### **POSITION SUMMARY:**

This position provides culturally-appropriate domestic violence perpetrator treatment to clients of the Domestic Violence Advocacy Program. In addition to perpetrator treatment counseling, this position provides assessments and referrals to social service, cultural, medical and mental health providers to help heal the perpetrator. Washington State certification for the Domestic Violence Treatment Program and a knowledge of historical trauma and victimization issues are essential for this position.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

1. Performs domestic violence assessment of clients for the criminal courts, CPS, CWS, family law courts, etc;
2. Provides referrals for chemical dependency treatment to appropriate provider/facility;
3. Provides referrals for mental health assessment treatment to appropriate provider/facility;
4. Coordinates events involving traditional healers, cultural presenters, and other from Puyallup and other Tribes for Program clients;
5. Ensures activities meet the minimum Washington State standards and requirements for domestic violence treatment;
6. Conducts assessments and a domestic violence group in Puyallup Tribal Restorative Justice Center;
7. Conducts group meetings that are in compliance with Washington State statutes; with a minimum of two people, and a maximum of twelve people per group;
8. Assists in development and presentation of a culturally relevant Domestic Violence Impact Panel;
9. Develops system/protocols for reimbursement from Washington State for services provided, including establishing rates for treatment;
10. Provides oversight to any additional service providers with whom the Tribe makes arrangements to work;
11. Attends weekly staff meetings and outreach meetings assigned;
12. Maintains compliance of State, Federal and Trust Board grants; and,
13. Performs other duties as assigned.

## **SUPERVISORY RESPONSIBILITIES**

This position does not supervise staff.

## **QUALIFICATIONS AND REQUIREMENTS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Education and / or Experience**

Bachelor's degree in human services, public health, sociology, psychology or relevant field, and two years of culturally-relevant domestic perpetrator treatment; or an equivalent combination of education and experience. Washington State certification for the Domestic Violence Treatment Program and ongoing continuous efforts toward re-certification are required. Beginner to intermediate experience and knowledge using word processing and spreadsheets programs, like Microsoft Word, Excel and Access.

### **Language Skills**

Employee must demonstrate the ability to interact tactfully and positively with Tribal members, all levels of staff and management. Ability to maintain a high level of confidentiality. Ability to read, analyze and interpret common professional journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from staff and regulatory agencies. Ability to write reports and business correspondence. Ability to effectively present information and respond to questions. Ability to effectively present information to management, employees and groups of people.

### **Mathematical Skills**

Ability to work with mathematical concepts such as fractions, percentages, ratios, and proportions and apply them to practical situations.

### **Reasoning Ability**

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

### **Licenses or Certificates**

- Washington State certification for the Domestic Violence Treatment Program
- Must pass a criminal background check prior to and periodically throughout employment; must not have any felony convictions.
- Must have and maintain a valid and unrestricted Washington State driver's license. Driver's license must not contain any restrictions that would prevent the employee from driving a GSA vehicle.

### **Other**

- Must be culturally sensitive;

- Must demonstrate knowledge of principles and practices of victim counseling;
- Ability to work effectively with diverse individuals and groups;
- Ability to negotiate and problem solve;
- Must demonstrate knowledge of post-traumatic stress syndrome and the immediate and long terms effects of domestic violence and sexual abuse; and
- Must set and manage own hours and schedule and demonstrate initiative and dependability.

### **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Requires the ability to operate a typewriter, personal computer, multi-line telephone, calculator, facsimile and photocopier.
- Requires the ability to read, write, communicate, and interpret information accurately in English.
- While performing the duties of this job, the employee is frequently required to sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear.
- The employee occasionally is required to stand and walk.
- The employee is occasionally required to stand and stoop, kneel, crouch, or crawl.
- The employee must occasionally lift and/or move up to 20 pounds.
- Specific vision abilities required by this job include close vision, color vision and ability to adjust focus.

### **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The noise level is low to moderate.
- The physical exertion is low to moderate.
- Work is performed in an office setting.
- There are frequent employee, client and customer contacts during the day.
- Position may be stressful at times due to the sensitive or confidential issues being addressed.
- Requires occasional travel using employee's own transportation.

The Puyallup Tribe of Indians reserves the right to revise or change job duties and responsibilities as the need arises. This position description does not constitute a written or implied contract of employment.

***INDIAN PREFERENCE EMPLOYER AS REQUIRED BY LAW***

**HOW TO APPLY:**

*Submit application and resume postmarked by the closing date to:*

Human Resource Department  
Puyallup Tribe of Indians  
3009 East Portland Avenue  
Tacoma, WA 98404

Ph.#: (253)573-7863

Fax#: (253)573-7963

*Note: Applications & copies of job announcements available at Rm. # 157.*

Job Line#: (253)573-7943