

**POSITION TITLE:** LSAA, LADAC, LMSW, LCSW  
**Hiring Range:** \$19.03 - \$22.55 /hour

**Classification:** Part-Time or Full-Time  
**FLSA Status:** Exempt

**SUPERVISED BY:** Program Manager

**Location:** Albuquerque, NM

**JOB SUMMARY:**

This is a unique position that helps provide clinical substance use case management services to Residents of a transitional housing program supporting previously homeless Veterans and their families. You will conduct client orientation and validated risk and needs assessments to promote the reduction of future substance use events. You will develop a case plan based on assessment results and client input that focuses on participant risk reduction. You will identify high-risk situations in which an individual is vulnerable to relapse and to use both cognitive and behavioral coping strategies to prevent future relapses in similar situations. Specific interventions may include identifying specific high-risk situations for each client and enhancing the client's skills for coping with those situations, increasing the client's self-efficacy, managing lapses, and restructuring the client's perceptions of the relapse process. The right professional will provide individual, group, and/or family counseling in a manner that respects each client's individual characteristics, needs and preferences.

**ESSENTIAL FUNCTIONS:**

- Oversees clinical program activities and evaluate the effectiveness of treatment programs
- Plan, develop, and conduct seminars, workshops, and specialized training in areas of treatment and prevention for Residents, case management staff and other faculty
- Provide clinical case management activities that include, but not limited to, reviewing clinical files, maintaining and monitoring confidentiality to ensure compliance with prevailing regulations, policy, procedure, contract requirements, and licensing standards
- Refer clients to the Veterans Administration and other certified mental health and alcohol and drug programs for evaluations and recommended services and or treatment, as applicable
- To the extent possible, work with client families and other support persons to assist clients in developing the skills to acquire and maintain positive social relationships
- Conduct case management meetings with clients to reduce risk and criminogenic needs
- Engage in pro-social modeling in all interactions with the client and in work-related functions
- Document all interaction with (and regarding) clients in each client's record in accordance with agency policy
- Provide treatment in a manner that reflects knowledge of a range of treatment interventions and methods, and demonstrates that knowledge through documentation of those interventions and methods in the client record of the patient.
- Provide general case management services and support to previously homeless Veteran families
- Conduct drug and alcohol screens for clients, as required
- Annual license recertification fee and \$250 reimbursement toward annual CEU requirements available
- Other related duties as assigned

*Preference given to eligible Veterans and Immediate Veteran Family Members  
NMVIC is an Equal Opportunity Employer*

<b>Minimum Qualifications</b>	<ul style="list-style-type: none"> <li>• Bachelor's or Master's Degree in a field that enables you to obtain or retain State of NM licensure requirements</li> </ul>
	<ul style="list-style-type: none"> <li>• Two (2) to four (4) years of substance use or addiction counseling</li> </ul>
	<ul style="list-style-type: none"> <li>• Currently licensed clinician in one of the required fields, as listed in Position Title, or able to obtain State of NM Licensure within 90 days of hire</li> </ul>
	<i>* Must provide official licensure and transcript verifying degree required</i>
	<i>* Experience may NOT be substitute in lieu of educational requirements</i>
	<i>*Must not have had your licensure suspended in the last 5 years</i>
<b>Preferred Skills</b>	
	<ul style="list-style-type: none"> <li>• Currently Licensed Clinician by the State of NM Boards and Commissions</li> </ul>
	<ul style="list-style-type: none"> <li>• Five (5) or more years of progressive experience in addiction counseling</li> </ul>
	<ul style="list-style-type: none"> <li>• Three (3) or more years of post-licensure individual and/or group counseling experience for persons suffering from addiction and/or co-occurring disorders</li> </ul>
	<ul style="list-style-type: none"> <li>• Verifiable Experience working with Veterans and their family members</li> </ul>
<b>KNOWLEDGE, SKILLS &amp; ABILITIES</b>	
<b>Client-Focused</b>	<ul style="list-style-type: none"> <li>• Promote a positive working environment by being objective and inclusive of all potential vulnerable populations being served</li> <li>• Use a client-centered focus that involves compassion and non-judgmental approaches to providing services and making recommendations for improvements, as needed</li> </ul>
<b>Judgment and Decision Making</b>	<ul style="list-style-type: none"> <li>• Ability to work with a variety of departments and independently with limited supervision</li> <li>• Provide the Program Manager with recommendations regarding incentives, sanctions, therapeutic adjustments, graduation and other options to increase positive outcomes</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Communicate effectively, both orally and in writing</li> <li>• Represent the team and organization during community meetings and forums that can address the needs of the Veteran population in a positive manner</li> <li>• Prepare written reports for the program team regarding client progress</li> </ul>
<b>Technical Skills</b>	<ul style="list-style-type: none"> <li>• Provide individual and group counseling, client education strategies to avoid inappropriate substance use and health problems related to substance use, transition services, and services to address issue related to co-occurring mental illness</li> <li>• Utilizes knowledge of clinical diagnostic methods and principles to assess patient status and acute needs</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>• Participate in community meetings that use a collective approach to problem-solving</li> <li>• Manage individual workload and provide support to team members when needed</li> <li>• Develop multiple external recovery resources through collaboration with fellow counselors, investigation and awareness of external resources, and development of relationships with external resource providers that benefit each client</li> </ul>
<b>PHYSICAL REQUIREMENTS</b>	
<b>Constant</b>	Work with Veterans suffering from mental health and substance use disorders
<b>Frequent</b>	Able to apply crisis intervention and de-escalation techniques, as applicable
<b>Occasional</b>	Provide mentorship and life-skills education to Veterans and their family members
<b>Occasional</b>	Able to travel statewide or nationally for training or professional development
<b>ADDITIONAL REQUIREMENTS</b>	
	<ul style="list-style-type: none"> <li>• Valid US Driver License, Proof of Current Insurance, Use of Reliable POV</li> <li>• Clean Motor Vehicle Driving Record – no more than 2 moving violations or license suspension in the past 3 years</li> </ul>
	<i>* Criminal History does not automatically exclude applicant from potential hiring</i>
<b>WORKING CONDITIONS</b>	
	Indoor: 80% - Office environment
	Outdoor: 20% - All weather conditions and variable temperatures