



URBAN INDIAN CENTER OF SALT LAKE

120 West 1300 South
Salt Lake City, Utah 84115
Phone: (801) 486-4877
Fax: (801) 486-9943
www.uicsl.org

POSITION DESCRIPTION: TRADITIONAL HEALER

Division:	Community Health Services (CHS)	Supervisor:	Director of Community Health Services
Job Code:	CHS-002	Classification:	FT, Non-Exempt
Wage Scale:	NE-9 (\$48,031 to \$65,462)	Effective Date:	12/20/2022
Hours/week:	40+	Revised Date:	12/20/2022

PROGRAM PURPOSE

The Urban Indian Center of Salt Lake (UICSL) is dedicated to our Mission of SERVING THE PEOPLE BY HONORING NATIVE CULTURES, STRENGTHENING HEALTH & WELLNESS PROGRAMS, & CULTIVATING COMMUNITY.

UNIFORM PERFORMANCE EXPECTATIONS

In performance of their respective responsibilities, all employees of the UICSL and our affiliates must rise to the level of expectations in which they:

- Fully uphold all principles of confidentiality and patient/client care.
- Adhere to the Standards of Conduct for UICSL, and all professional and ethical standards for the healthcare industry and/or their respective area(s) of expertise.
- Interact in an honest, trustworthy, and dependable manner with patients/clients and co-workers.
- Possess and utilize a strong sense of cultural awareness and interpersonal respect.
- Maintain a current insurable driver's license in the State of Utah (if operating UICSL vehicles).
- Strive to learn and serve in compliance with federal regulations and UICSL policies and procedures, and to seek solutions for issues or problems they encounter in alignment with those resources.

POSITION SUMMARY

A Traditional Healer is a servant to the community who strives to provide and integrate holistic healing methods with more conventional approaches to medicine, thus restoring balance to patients served by the Community Health Services (CHS) department of the Urban Indian Center of Salt Lake (UICSL).

Reporting to the Director of Community Health Services (DCHS), our Traditional Healer compliments primary healthcare and behavioral health patient services by facilitating access to healing and medicinal methods used by American Indian/Alaska Native tribes throughout history such as (but not limited to) herbal and mineral mixtures, stories and ideas that leverage a more pronounced affinity with nature, music and humor as artistic and soulful expressions, and rituals and ceremonies meant to align the mental, spiritual and emotional capacities of patients with their history, their current situation and their future. Our Traditional Healer is a perpetual student who seeks connections and pathways between the healing methods of his/her cultural experience and the lessons provided through exposure to other cultures, tribes, and belief systems. In doing so, our Traditional Healer does not summarily reject conventional medicine or alternative treatment methods, but instead seeks to align patients and their individual readiness for healing with the commonalities linking diverse healing options to restore our patients to a position of good health status and balance.



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ESSENTIAL FUNCTIONS, DUTIES AND RESPONSIBILITIES

- Establish, maintain a repository of, and provide access to various modes of traditional and/or holistic knowledge, cultural teachings, ceremonies, prayers, and indigenous interpretations so that staff, families, and communities can learn and practice traditional healing strategies in their daily lives.
- Work to integrate traditional health practices into clinical interactions through policy and procedural development so they function as a part of the process to diagnose, prevent, or eliminate physical, emotional, mental health and spiritual diseases.
- Collaborate as a team member with clinical, behavioral health, and community health staff to identify when a patient/client or group may benefit from traditional healing services, and/or when a patient may benefit from clinical interventions.
- Inform and promote patient awareness of responsibilities relating to traditional healing including respect for protocols, reverence for ceremonies and adherence to cultural restrictions.
- Engage additional exposure to and knowledge of traditional practices by attending trainings, maintaining relationships with tribal and spiritual leaders, and researching culturally sensitive protocols that may benefit UICSL's community.
- Maintain equipment and grounds relating to traditional healing ceremonies and practices such as sweat lodge sites, gardens, etc.
- Procure and maintain supplies relating to traditional healing and ceremonies such as offerings, herbs, fabric, tobacco, water, hides, baskets, firewood, etc.
- Model practitioner ethics such as engaging in authentic practices, being appropriately "ordained" to provide services, practice honesty and fairness in all interactions, and refrain from the commercialization of traditional knowledge and ceremony.
- Perform healing ceremonies in their proper season and in culturally appropriate ways to help clients, families, staff and community members reestablish balance and peace in their lives.
- Train and guide clinicians and healthcare personnel on respectful approaches to traditional knowledge and approaching/treating indigenous patients/clients.
- Cross-train with clinical and behavioral health staff on elements of confidentiality, workflow processes, referrals, and other aspects of quality patient care.
- Serve as a mentor and guide to employees, community members and clients as requested and apart from formal therapeutic or clinical interventions.
- Serve as a spiritual and holistic liaison to UICSL's clients and community as needed and participate in activities and events that will further awareness, utilization, and adoption of traditional practices as a compliment to western healing methods.
- Nurture, research and integrate the relational components of various indigenous cultures, highlighting their interconnectedness through concepts including time, space, seasons, elements, symbols, etc.
- Promote cultural safety and community engagement in all employee and client interactions.
- Other duties as assigned and agreed to with the DCHS and/or the Executive Director.



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MINIMUM QUALIFICATIONS

Education: <input type="checkbox"/>	High School Diploma or GED
Experience: <input type="checkbox"/>	2-4 years of experience as traditional and/or holistic healer
Certifications/Licensure: <input type="checkbox"/>	N/A
Other: <input type="checkbox"/>	a) Evidence of a mentorship or significant learning process from which traditional healing skills are obtained.
<input type="checkbox"/>	b) Evidence of significant immersion in tribal practices, culture, and history.

PREFERRED QUALIFICATIONS

Education: <input type="checkbox"/>	Associates or bachelor's degree
Experience: <input type="checkbox"/>	5-7 years of experience as traditional and/or holistic healer
Certifications/Licensure: <input type="checkbox"/>	N/A
Other: <input type="checkbox"/>	a) Prior experience working in an I/T/U health program/facility.
<input type="checkbox"/>	b) Broad experience with traditional/indigenous art, songs, stories, foods, crafts, medicines, and ceremonies.



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KNOWLEDGE, COMPETENCIES, AND CHARACTERISTICS (KCC)

<input type="checkbox"/>	Knowledge of health and traditional holistic healing practices/methods/ceremonies
<input type="checkbox"/>	Knowledge of American Indian tribes in Utah and surrounding areas
<input type="checkbox"/>	Knowledge of American Indian health issues and history
<input type="checkbox"/>	Evidence of competency with common office software (e.g. Microsoft Word/Excel, internet programs)
<input type="checkbox"/>	Evidence of competent verbal and written communication skills appropriate to the position
<input type="checkbox"/>	Evidence of competency with organization, time management and prioritization behaviors
<input type="checkbox"/>	Evidence of competency in conducting traditional ceremonies for staff, families, and communities
<input type="checkbox"/>	Evidence of competency with confidentiality in health-related interventions and situations
<input type="checkbox"/>	Demonstrates a positive attitude of service and a respect for American Indian/Alaska Native cultures
<input type="checkbox"/>	Demonstrates dependability, reliability, and a willingness to accept responsibility
<input type="checkbox"/>	Demonstrates an awareness of and sensitivity to trauma informed care
<input type="checkbox"/>	Demonstrates capacity to learn and adapt to potentially rapidly changing situations
<input type="checkbox"/>	Demonstrates characteristics to lead team and/or function as part of a team
<input type="checkbox"/>	Demonstrates capacities for professionalism and emotional intelligence



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WORK ENVIRONMENT

The work environment at UICSL involves normal office conditions and noise levels that can vary from low to moderate. Limited overnight travel may be required from time to time. This position may be exposed to certain health risks that are inherent when working within a health center facility.

PHYSICAL DEMANDS

While performing the duties of this job, an employee may frequently stand, walk, sit, bend, twist, talk and hear. There may be prolonged periods of sitting, keyboarding, reading, as well as driving or riding in transport vehicles. An employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include reading, distance, computer, and color vision. Talking and hearing are essential to communicate with patients, vendors, and staff.

MENTAL DEMANDS

Workloads in this position are dynamic and range from an awareness of technical details, to engaging broad strategic ideas and discussions. The incumbent in this position will often work alone but must also be prepared to handle group scenarios as required. This position will require the ability to multi-task and handle stressful situations that impact the UICSL on a community level, so the incumbent needs to model healthy living standards and demonstrate a high level of emotional balance. Group presentation and education tasks are common.

Disclaimer: *The information in this document is designed to portray the general nature and level of work performance expected by employees in this position. It is not intended to be a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position. Employees will be asked to perform other related and reasonable duties as needed by their direct supervisor.*




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Indian Preference Statement: *As a federal contractor and in compliance with Sub-Chapter II, Chapter 14, Title 25 of the United States Code, the Act of April 16, 1934 (48 Stat. 596), as amended; and Section 7(b) of the Indian Self-Determination and Education Assistance Act, Pub. L. 93-638, 88 Stat. 2205, 25 U.S.C. 450e(b), UICSL gives preference in employment opportunities to American Indians/Alaska Natives (AI/AN) who can perform the work outlined in our Position Description(s) regardless of age, sex, religion, or tribal affiliation (subject to existing laws and regulations). UICSL also extends preference to AI/AN organizations and AI/AN-owned economic enterprises in the awarding of any subcontracts engaged under our funding agreement(s).*

To the extent feasible and consistent with effective performance as a federal contractor, UICSL may give preference in employment and training opportunities to AI/ANs who are NOT fully qualified to perform the work outlined in our Position Description(s) regardless of age, sex, religion, or tribal affiliation (subject to existing laws and regulations); and UICSL may provide reasonable opportunities for training including on-the-job, classroom, or apprenticeship training designed to increase the vocational effectiveness of AI/AN employees.

When UICSL is unable to fill our employment and subcontracting opportunities after giving full consideration and preference to AI/AN candidates, employees and/or subcontractors, UICSL will satisfy our needs by selecting non-AI/AN candidates and subcontractors in accordance with equal employment opportunity and affirmative action statutes mandating that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin. (48 CFR §52.222-26).

REVIEWED BY:	Alan Barlow, Executive Director	SIGNATURE:	
APPROVED BY:	<i>Approved by UICSL's Board of Directors on 12/20/2022 (5-0-0, see meeting minutes)</i>	NEXT REVIEW:	December of 2024



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EMPLOYEE ACKNOWLEDGEMENT

I have reviewed and been provided the content of the **Traditional Healer** position description.

My signature on this document certifies that I can perform the essential functions of this position as outlined in this description, with or without reasonable accommodation. A signed copy of this document will be maintained in my Personnel file for reference.

Describe any accommodations required to perform these functions:

Employee Name (Print)	Employee Signature:	Date: