

**MAKAH TRIBE
POSITION DESCRIPTION**

JOB TITLE: (2) Licensed Massage Therapists

EXEMPT: Yes	JOB CODE: N/A
TARGET SALARY: \$25-\$35 DOQ	SHIFT: 24 hours a week
PROGRAM: Clinic Way	LOCATION: 100 Wellness
REPORTS TO: Integrative Health Director	

SUMMARY: This position serves as a Licensed Massage Therapist who administers professional massage and/or manual therapy to referred patients as part of an overall care plan established by the patient's medical provider.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following: Due to the Tribe's commitment to community service and the well-being of its members, each employee may be expected to perform a wide range of office and field duties from time to time. Such duties may or may not be related to their regular responsibilities.

Provide massage treatments as part of an overall treatment plan as scheduled by the Integrative Health Department.

Talk with patients about symptoms, medical history and desired results.

Design sessions around medical provider recommendations, clients' specific complaints or problem areas.

Provide consistent and professional massage and body treatments in accordance with professional protocols and accepted certification practices.

Create and maintain calm surroundings for patients free of distractions that may impede a soothing, therapeutic environment.

Effectively inform and educate patients about specific wellness concerns.

Coordinate and collaborate on treatment plans with STIHC providers.

Properly care for STIHC property and equipment.

Uphold the standards of sanitation and sterilization as directed by law and the STIHC policies and procedures.

Provide patients with guidance on stretching, strengthening, overall relaxation and how to improve their posture.

Perform prep work, properly clean and restock rooms as required.

Handle patient questions and concerns professionally and courteously.

Must properly document in the electronic health record in a timely manner as directed.

Provide community outreach and education as needed and directed by the supervisor.

QUALIFICATION REQUIREMENTS:

EDUCATION and/or EXPERIENCE

High school diploma or G.E.D.

Two years' experience preferred.

Experience with: Deep Tissue, Sports Massage, Prenatal Massage preferred.

LANGUAGE SKILLS

Ability to read, analyze, and interpret general medical periodicals, professional journals, procedure manuals, safety rules, operating and maintenance instructions, or governmental regulations. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and community members, in a courteous, professional manner, using tact and diplomacy.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply, and divide in all units or measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

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.

CERTIFICATES, LICENSES, REGISTRATIONS

May be required to drive a Tribal GSA vehicle to perform job duties. If so, must have a valid Washington State Driver's license and be insurable. A driving history/background check will be conducted on the applicant.

Must hold and maintain a current WA State Massage Therapist license. Failure to maintain will result in termination of employment.

Must possess blood borne pathogen training or the ability to obtain it within 10 days from the date of hire. Failure to obtain and maintain will result in termination of employment.

Must possess CPR/first aid or the ability to obtain it within 30 days from the date of hire. Failure to obtain and maintain will result in termination of employment.

This position is classified as a sensitive Tribal position. Therefore, applicant must submit to and clear a pre-employment criminal background check.

OTHER SKILLS, AND ABILITIES:

Massage and knead muscles and soft tissues of the body using hands or physical treatment aids to provide treatment for medical conditions, injuries, or wellness maintenance. Apply finger and hand pressure to specific points of the body.

Interview patients to gather medical information. Confer with clients about their medical histories and problems with stress or pain to determine how massage will be most helpful. Assess physical conditions of patients to aid in diagnosis or treatment. Assess clients' soft tissue condition, joint quality and function, muscle strength, and range of motion.

Maintain treatment and medical records.

Provide clients with guidance and information about techniques for postural improvement and stretching, strengthening, relaxation, and rehabilitative exercises. Teach medical procedures or medical equipment use to patients.

Confer with other professionals to plan patient care. Develop and propose client treatment plans that specify which types of massage are to be used.

Perform other adjunctive therapies or treatment techniques in addition to massage.

Prepare and blend oils and apply the blends to clients' skin.

Use complementary aids, such as infrared lamps, wet compresses, ice, and whirlpool baths to promote clients' recovery, relaxation, and well-being.

This position may require travel for training purposes and employee must be able to travel for up to 3 days in a row.

Must submit to and clear a pre-employment alcohol and drug test and random testing, in accordance with the Drug and Alcohol-Free Workplace Act of 2002.

PHYSICAL DEMANDS:

While performing the duties of this job, the employee is regularly required to stand; walk; sit; use hands to finger, handle, or feel; and to quickly and repeatedly bend, stretch, twist, or reach out with your body, arms, and/or legs. Work in a health care setting requires considerable standing, bending and lifting of patients often exceeding 50 pounds. Ability to cope with constant change in a stress laden environment.

WORK ENVIRONMENT:

Some work is performed in a health care setting. There is common exposure to contagious and infectious diseases. May include a certain amount of exposure to hostile and emotionally disturbed patients, family, and visitors. The noise level in the work environment is usually moderate.

IMMUNIZATION REQUIREMENT FOR ALL CLINIC POSITIONS

Immunization Requirements: Must be immunized against measles and rubella, or provide documentation/proof of immunity prior to employment. Employees are required to provide proof of other immunizations as recommended for healthcare workers by the Centers for Disease Control and Prevention, or of immunity to these diseases.

All employees shall have tuberculin (TB) test upon employment and annually thereafter, or have a follow-up plan approved by employee health if there is a positive test. If employee is known to have a positive TB test prior to entrance on duty, no TB testing will be carried out; instead the employee shall see a physician to establish an individualized program to assure the absence of active TB in the employee, shall complete and annually system questionnaire, and must report any relevant symptoms promptly.

Special Consideration: if you are allergic to any component of the vaccine or have documented history of severe reaction to vaccine or are currently pregnant you may not have to be immunized, however, you are

required to provide documentation/proof, in order to be considered for employment

ACKNOWLEDGEMENT

This position description is intended to provide an overview of the requirements of the position. It is not necessarily inclusive and the position may require other essential and/or non-essential functions, tasks, duties, or responsibilities not listed herein. Management reserves the sole right to add, modify, or exclude any essential or non-essential requirement at any time with or without notice. Nothing in this position description, or by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.

APPLICATION PROCESS:

Submit a Tribal Application for this position with supporting documentation to:

Makah Tribal Council
Human Resources
P.O. Box 115
71 Makah Bay Drive
Neah Bay, WA 98357
Fax: (360) 645-3123
E-mail: katherine.thompson@makah.com

OPEN: March 15, 2018
CLOSE: March 28, 2018

IT IS THE RESPONSIBILITY OF THE APPLICANT TO PROVIDE SUFFICIENT INFORMATION TO PROVE QUALIFICATIONS FOR TRIBAL POSITIONS.

PLEASE NOTE: If requirements are not met, i.e., submission of a resume in lieu of a Tribal application, or not including required certification, your application will not be reviewed and will be disqualified.

The Makah Tribal Council is an Equal Opportunity Employer and actively encourages applications from all persons regardless of race, color, religion, sex, age, national origin, marital status or ancestry, sexual orientation or sensory, mental, physical, or other non-disqualifying disability. Indian Preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, Sections 472 and 473.