

PUEBLO OF LAGUNA
JOB ANNOUNCEMENT NO. 2026-04

OPEN TO IN-HOUSE & EXTERNAL APPLICANTS

POSITION: Social Services Specialist I
OPENING DATE: February 3, 2026
CLOSING DATE: February 11, 2026
DEPARTMENT: Social Services / CHWD
SALARY RANGE: NE11; \$21.52 - \$32.28

Position Summary:

Under general direction of the Social Services Program Manager, provides a variety of child protective, elderly, and family services. Consistently applies the Pueblo's Core Values in support of Workforce Excellence. Maintains confidentiality of all privileged information.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Essential Duties & Responsibilities:

- Performs initial screening to determine appropriateness and eligibility of services; conducts intake and orients new clients.
- Responds to crisis calls; notifies Social Services Manager and forwards acquired information for appropriate follow-up.
- Determines the urgency and risk level of referrals involving abuse, neglect, or endangerment.
- Investigates reports alleging abuse or neglect in conjunction with law enforcement; conducts a comprehensive risk assessment to determine validity of reports.
- Determines appropriate action to ensure safety of individual(s); identifies and prioritizes needs; establishes treatment goals and/or service plans; creates an action plan to achieve goals, and provides resources to individuals.
- Provides preventive or restorative services; substitute and protective services; arranges client appointments; provides resources and refers client to other service providers as needed,
- Arranges for out-of-home placement, or temporary placement for children and/or adults; attends screening and pre-placement visits.
- Coordinates with psychological, school, medical, and behavioral health staff to develop initial treatment/service plan(s).
- Supervises visits between children in Laguna Social Service Program care and parents; monitors/assesses progress and compliance with services.
- Observes and evaluates home conditions and assesses needs of families where children have been removed from home; prepares treatment/service agreements outlining conduct and involvement expected of parents for children's return; develops reunification plans if appropriate. Conducts regular home visits to assess client progress and adherence to treatment/service plans.
- Evaluates foster home applicants; interviews families and references; observes and evaluates home conditions; assesses for further action/approval; provides follow up visits to approved families.
- Prepares home study narratives; recommends for or against certification/recertification.
- Plans and conducts foster home recruitment activities, pre-adoption training sessions, and provides orientation and training for foster parents; addresses complaints and concerns of foster parents regarding children in their care.
- Develops permanent placement plans for children in out-of-home placement, including adoption.
- Makes recommendations; prepares written case status summaries, documents client activities, and case narratives for case files of each child in out-of-home care;
- Prepares court reports to be submitted to attorneys for presentation to applicable court(s) of jurisdiction.
- Testifies in court as needed to justify safety and risk to child/children in out-of-home placement.
- Develops and maintains comprehensive files on clients/caseload.
- Ensures the confidentiality of client information in accordance with relevant patient privacy protection laws.
- Assists the Pueblo's Emergency Management Program in its response to public emergency incidents.
- Attends client case staffing. Meets with program staff on a consistent basis to evaluate service plans, treatment goals, and assess client progress or lack thereof. Reviews/evaluates recommendations to formulate and implement necessary changes.

- Obtains/maintains required certifications within specified time limits; maintains and enhances professional and technical knowledge by attending relevant training and workshops and establishing networks with like programs.
- Performs other duties as required.

Minimum Qualifications:

- Bachelor's Degree in social work, psychology, or studies in social behaviors required.
- Two (2) years of work experience in the field of social services, social work or closely related field required.
- Licensed Bachelor of Social Work (LBSW) or Licensed Master of Social Work (LMSW) credentials or eligibility for licensure preferred.
- CPR/First Aid Certifications preferred; must be able to obtain within three (3) months of hire.
- FEMA/ICS 100, 200, 700 & 800 Certifications preferred; must be able to obtain within four (4) months of hire.
- Fluency in the Laguna language preferred.

Background Investigation Requirements:

The Pueblo of Laguna has a Suitability Policy for background investigation processes. Every position in the government operation is reviewed and designated at one of three risk levels. The determination is commensurate with public trust responsibilities and attributes of the position which includes job duties. The Social Services Specialist I is designated as a High-Risk Public Trust (HRPT) position.

This position is subject to standards of character mandated by PL 101-630 (Title 25, Chapter 34, § 3207), Indian Child Protection and Family Violence Prevention Act, and will be considered when conducting background investigation(s) for this position.

Type of Background Check	Required
Pre-Employment Drug Screening	X
Background Investigation (Criminal Check, Sex Offender Check, Social Security Trace, Driving Record, Civil Court Check – if applicable, Tribal Criminal Check – if applicable)	X
Employment Verification, Education / License Verification, Personal Reference Verification	X
Fingerprint Verification	X
Must Be Able to Drive a Pueblo Issued Vehicle	X
Other	

Knowledge, Abilities, and Skills:

- Knowledge of traditional form of government and pueblo customs and traditions.
- Knowledge of applicable laws, regulations, and requirements, including the Laguna Children's Code, Pueblo of Laguna Constitution, Laguna Criminal Code and the Pueblo's judicial system.
- Knowledge of the effects and consequences of abuse and neglect.
- Knowledge of case management and crisis intervention.
- Knowledge of records management procedures.
- Knowledge of applicable HIPPA regulations and other relevant patient/client privacy protection processes, laws, and regulations.
- Knowledge of basic FEMA policies, regulations, and processes regarding emergency incident response and management.
- Ability to effectively communicate, both verbally and in writing.
- Ability to interact and maintain good working relationships with individuals of varying social and cultural backgrounds.

- Ability to work effectively with individuals and demonstrate leadership and team-building skills with empathy and enthusiasm.
- Ability to work within a highly complex and structured environment while maintaining a creative and flexible problem-solving approach with clients.
- Ability to maintain confidentiality and to demonstrate moral character.
- Ability to handle multiple tasks and meet deadlines.
- Ability to work extended hours, various work schedules; and on a rotational 24-hour on-call schedule.
- Ability to make solid decisions and exercise independent judgment; make effective decisions in emergency situations.
- Ability to analyze situations and adopt appropriate courses of action; define problems, collect data, establish facts, and draw valid conclusions.
- Ability to prepare accurate and legible reports and draft legal memoranda; present detailed, accurate, and objective oral presentations.
- Ability to accept the dangers and stresses, regimentation, discipline, and time demands of working with children and families involved in abuse and neglect situations.
- Skill in conducting interviews with empathy and enthusiasm.
- Skill in computer use including Word, Excel, Outlook, and software unique to program.

Physical Demands:

While performing the duties of this job, the employee regularly is required to sit; use hands and fingers to handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; and walk. The employee occasionally is required to climb or balance; and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 25 pounds.

Work Environment:

Work is performed both in an office environment with a moderate noise level and within client homes. Situations where extreme caution must be exercised occur when home contacts are made. Evening, weekend, and/or holiday work is required; is on call for emergencies on a rotational basis. There is regular interaction with clients and other service providers. Tight time constraints and multiple demands are common. Travel is required for training, meetings, and other events.

Application Instructions:

- Go to www.lagunapueblo-nsn.gov and click on Employment Opportunities for application instructions and application form. **Read instructions prior to completing application form; incomplete applications will not be considered.** Resumes are encouraged but not in lieu of a complete application form.
- All hand delivered documents must be received by the Human Resources Office no later than 4:30 pm (MDT) on the closing date. All electronically mailed documents must be received by the Human Resources Office no later than 11:59pm (MDT) on the closing date.
- Application packets may be submitted by one of the following methods:
 1. E-mail to poemployment@pol-nsn.gov;
 2. Mail to Pueblo of Laguna Human Resources; P.O. Box 194; Laguna, NM 87026
 3. Deliver to the Human Resources Office, 23 Rio San Jose Rd; Laguna, NM 87026
 4. Fax to (505) 552-9675
- For more information, contact HR at (505) 552-5252 or by e-mail at the above address.

LAGUNA TRIBAL MEMBER PREFERENCE APPLIES