

## Office of the Chief and Council

Kirk E. Francis  
*Chief*

Mark Sockbeson  
*Vice-Chief*



## Penobscot Nation

### Human Resources

12 Wabanaki Way  
Indian Island, Maine 04468  
Phone: (207) 817-7306  
Fax: (207) 817-7463

## JOB ANNOUNCEMENT

**Opening Date:** July 10, 2025

**Closing Date:** Until Filled

### Position: Counselor II

**Department:** Health Department

**Reports To:** Counseling Services Coordinator/Clinical Supervisor

**Pay Range:** \$29.93 - \$42.62

**Status/Term:** Full-time, Exempt

**Location:** 12 Wabanaki Way. Indian Island, ME 04468

### Job Summary:

The Penobscot Nation is seeking a compassionate and skilled **Counselor II** to provide direct counseling and case management services that support the needs of the Penobscot Indian Nation, their families, and the community as a whole.

### Qualifications Required:

Master's degree in counseling, social work, psychology or equivalent graduate degree required. Current State of Maine license (LCPC) or eligible for state license in mental health or social work (LCSW). Must have 3-4 years' experience. CADC or LADC preferred. Indian preference will be adhered to in accordance with the Penobscot Nation's Personnel Policies and Procedures.

### Essential Duties/Responsibilities:

- Performs mental health substance abuse assessments in coordination with Assessment Team.

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- Provides direct counseling services to individuals, families, and groups.
- Maintains clinical case records, including all mandatory reporting forms.
- Develops, implements, and facilitates specialized treatment groups as needed by the community.
- Participates in and conducts individual education and prevention programs.
- Provides crisis intervention and short-term crisis management as necessary during normal working hours.
- Assists in development of program policies and procedures.
- Addresses mental health needs for Penobscot Indian youth.
- Provides ongoing case management and outreach services.
- Be responsible for following confidentiality procedures as outlined in the Privacy Act.
- Perform additional duties as requested.
- Interacts professionally and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the employee handbook.
- Performs other duties as assigned.

### Physical Demands/Conditions/Requirements:

Must be able to sit for long periods of time, extended use of hands and fingers, meet minimum vision requirements, lift minimum of 25 lbs.

### How to Apply:

- - Applications are available at the Human Resources Office or the Secretary's Office at the Nick Sapiel Building, Indian Island, Maine. Applications can also be downloaded at [www.penobscotnation.org](http://www.penobscotnation.org).
- - Apply online at <https://www.penobscotnation.org/departments/human-resources/employment-opportunities>.
- - Submit completed applications and résumés along with certifications to [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org).
- - For additional information, call (207) 817-7306 or email [Human.Resources@penobscotnation.org](mailto:Human.Resources@penobscotnation.org).

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***Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures***

***External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation, to be determined by management on an individual basis upon request.***