



# California Department of **State Hospitals**

## **Native American Spiritual Leader (Intermittent)**

**Exam Code: 2MHFR**

**Administering Department:** Department of State Hospitals

**Exam Type:** Departmental, Open

**Bulletin Release Date:** 11/2/2022

**Final Filing Date:** 12/13/2022

**Class Code:** 9913

### **CLASSIFICATION DETAILS**

**Native American Spiritual Leader – Salary**

\$30.47 to \$40.00 per hour

View the [Native American Spiritual Leader \(Intermittent\) class specification](#)

### **APPLICATION INSTRUCTIONS**

**Final Filing Date:** Applications must be submitted by the Final File Date of  
**12/13/2022**

Dates printed on envelopes by mobile barcodes or equivalent mobile print technology are not acceptable proof of the date the application and any other required documents or materials were filed.

#### **Who Should Apply:**

Applicants who meet the Minimum Qualifications as stated on this bulletin may apply for and take this examination. Once you have taken this examination, you may not retake it for **12** months.

Unless otherwise stated on this bulletin, you must meet the Minimum Qualifications by the Final Filing Date stated above.

## **How to Apply:**

Applicants are required to submit an [Examination Application \(STD 678\)](#), found at [www.calcareers.ca.gov](http://www.calcareers.ca.gov), either by mail, in person, or via email to the address listed below.

**The preferred method to apply is by emailing your STD 678 to:**

[NativeAmericanSpiritualLeader@dsh.ca.gov](mailto:NativeAmericanSpiritualLeader@dsh.ca.gov)

**Electronic signatures are acceptable.**

Indicate the Classification on your Examination Application (STD 678).

You may apply by mail or in person to:  
Department of State Hospitals – Sacramento  
Attn: Selection Services Unit, MS-14  
1215 O Street  
Sacramento, CA 95814

Indicate the Classification on your Examination Application (STD 678).

## **Special Testing Arrangements:**

If you require assistance or alternative testing arrangements due to a disability, please contact the testing department listed in the Contact Information section of this bulletin.

## **MINIMUM QUALIFICATIONS**

All applicants must meet the education and/or experience requirements as stated on this exam bulletin to be accepted into the examination. Part-time or full-time jobs, regardless of whether paid or volunteer positions, and inside or outside California state service will count toward experience.

Currently recognized as a spiritual leader and in good standing with his/her Native American Tribe, Nation, Band or Rancheria. (All candidates must attach to their application a letter of certification of good standing issued by his/her Native American Tribe, Nation, Band or Rancheria.)

And Experience: Two years of experience as a recognized Native American spiritual leader practicing in a setting recognized by his/her Native American Tribe, Nation, Band or Rancheria.

## SPECIAL PERSONAL CHARACTERISTICS

Must show that he/she embodies fundamental Native American cultural/spiritual values with ability to effectively teach these values and instill them in others.

Ability to work in the cross-cultural institutional setting; insight into the factors involved in the development of behavior problems; demonstrate aptitude for working effectively with an interest in the welfare and spiritual needs of institution residents; emotional stability; adaptability; firmness; patience; self-control; tact; good communication skills; neat personal appearance; good judgment in moral, ethical, and spiritual matters.

## POSITION DESCRIPTION

Under direction, to provide spiritual and moral guidance to residents of State correctional institutions; to conduct and/or facilitate Native American spiritual ceremonies, oral traditions, cultural studies, and to do other related work.

## EXAMINATION SCOPE

This examination consists of the following components:

**This examination may consist of a Qualifications Appraisal Panel (QAP) interview weighted 100%**

In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. ***Candidates who do not appear for the interview will be disqualified.***

If conditions warrant, this examination may utilize an evaluation of each candidate's education and experience compared to a standard developed from the class specification. It is important that each candidate provide details and completely fill out their application. List all experience relevant to the "Minimum Qualifications" for admittance to the examination shown on this announcement.

### **Exam Considerations for Education and Experience:**

1. The breadth, quality, and length of time of the education and experience.
2. The relevance of the education and experience to the qualifications of the classifications.
3. The degree to which the competitor's total education and work history represent suitable preparation to successfully perform the duties and tasks of the class.

In addition to evaluating applicants' relative knowledge, skills, and ability, as demonstrated by quality and breadth of education and/or experience, emphasis in each exam component will be measuring competitively, relative job demands, each applicant's:

**Knowledge of:**

1. A Native American ceremony or cultural event.
2. Factors involved in the development of behavior problems and methods of rehabilitation.

**Ability to:**

1. Organize, prepare, and conduct Native American ceremonies and cultural events.
2. Instruct activities in Native American music and in the oral tradition.
3. Counsel institution residents and their families on moral and ethical problems.
4. Establish rapport with institution residents.
5. Analyze situations accurately and adopt an effective course of action.

**ELIGIBLE LIST INFORMATION**

A Departmental Open Dated eligible list for the **Native American Spiritual Leader** classification will be established for use by Department of State Hospitals.

Eligibility will expire **12 months** after it is established, unless the needs of the service and conditions of the list warrant a change in this period. Applicants must then retake the examination to reestablish eligibility.

Veterans' Preference will be granted for this examination. In accordance with Government Codes 18973.1 and 18973.5, whenever any veteran, or widow or widower of a veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligible list.

Veterans status is verified by the California Department of Human Resources (CalHR). Information on this program and the Veterans' Preference Application (Std. form 1093) is available online at the following website:

<https://www.jobs.ca.gov/CalHRPublic/Landing/Jobs/VeteransInformation.aspx>

Additional information on veteran benefits is available at the Department of Veterans Affairs.

Career credits are not granted for examinations administered on an Open or Promotional basis.

**PREPARING FOR THE EXAMINATION**

Here is a list of suggested resources to have available prior to taking the exam.

1. **Employment History:** Employment dates, job titles, organization names and addresses, names of supervisors or persons who can verify your job responsibilities, and phone numbers of persons listed above.
2. **Education:** School names and addresses, degrees earned, dates attended, courses taken (verifiable on a transcript), persons or office who can verify education, and phone numbers of persons or offices listed above.
3. **Training:** Class titles, certifications received, names of persons who can verify your training, and phone numbers of persons listed above.

## TAKING THE EXAMINATION

**Step 1. Submit your application following the instructions above.**

**Once your application has been received and it has been determined that you meet the Minimum Qualifications for entrance into the examination, we will contact you regarding the examination.**

## TESTING DEPARTMENTS

Department of State Hospitals

## CONTACT INFORMATION

Questions relating to this exam should be directed to:

Department of State Hospitals

Selection Services Unit

Monday through Friday, 8am to 5pm (excluding State Holidays)

Phone: 916-651-8832

Email: [NativeAmericanSpiritualLeader@dsh.ca.gov](mailto:NativeAmericanSpiritualLeader@dsh.ca.gov)

California Relay Service: 1-800-735-2929 (TTY), 1-800-735-2922 (Voice). TTY is a Telecommunications Device for the Deaf, and is reachable only from phones equipped with a TTY Device.

## EQUAL OPPORTUNITY EMPLOYER

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right of family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding, and related medical conditions), and sexual orientation.

## **DRUG-FREE STATEMENT**

It is an objective of the State of California to achieve a drug-free State work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

## **GENERAL INFORMATION**

Examination and/or Employment Application (STD 678) forms are available at the California Department of Human Resources, local offices of the Employment Development Department, and through your CalCareer Account at the following website:

<http://www.CalCareers.ca.gov/>

If you meet the requirements stated on this examination bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described in this bulletin will be rated against a predetermined job-related rating, and all applicants who pass will be ranked according to their score.

The Department of State Hospitals reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. This examination may be canceled by the Department of State Hospitals at any time prior to the establishment of the employment list. Such revision or cancelation will be in accordance with civil service laws and rules and all applicants will be notified.

**General Qualifications:** Applicants must possess essential personal qualifications including integrity, initiative, dependability, good judgement, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

**High School Equivalence:** Equivalence to completion of the 12<sup>th</sup> grade may be demonstrated in any one of the following ways: 1) passing the General Education

Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the competitor is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.