



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Licensed Mental Health Provider
Behavioral Health (BH)

OPEN: March 3, 2023

EXEMPT: Yes

SALARY: LMHP I: (11) \$33.18-\$37.16/hr. DOE
LMHP II:(12) \$38.16-\$42.74/hr. DOE

SHIFT: Flexible

LOCATION: Tribal Administration

DURATION: Regular Full-Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Behavioral Health

DEPARTMENT: Mental Health

SUPERVISOR: Clinical Lead

VACANCIES: 2

JOB SUMMARY: The incumbent will be assigned to the Lummi Behavioral Health Division as a Licensed Mental Health Provider/Counselor working specifically with youth. Provider will assess and provide individual and group mental health services to Native American community members. This Provider will also follow all guidelines as outlined in the Behavioral Health Manual. The incumbent may be tasked to work in several areas where mental health services are being provided to adolescents, and children. The incumbent may go into the local school districts as well as facilitate group counseling sessions with youth. The Counselor will be employed as a salaried employee within the Lummi Indian Business Council. This position requires the allows provider to be flexible with work hours based on the services needed within Lummi Nation. Counselor may choose to work four ten hour shifts if desired and one of these may be a remote day.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. Provide individual and group mental health treatment services using a strength-based approach to address cognitive, behavioral and/or emotional deficits.
2. Provide culturally congruent and sensitive treatment services.
3. Use an evidenced based practice therapeutic model in the delivery of services. i.e., Trauma-focused, Cognitive Behavioral Therapy, and Motivational Interviewing practices based on client individual needs.
4. Provide appropriate and timely referral assistance to clients whose needs are beyond the scope of practice and require more specialized services. Referrals will be coordinated with the Behavioral Health Director and Clinical Supervisor.
5. Provide consultation with client family members and other service providers on the Reservation or in the broader community consistent with the client's wishes or needs.
6. Comply with the provisions of the Lummi Behavioral Health treatment manual for consistency in documentation, programmatic processes, and standardization.
7. Act as a primary care clinician or work as a clinical team for assigned clients and incorporate the peer support team when applicable to best meet client treatment needs.
8. Standardized practices for services include obtaining:
 - a. Obtain signed Informed Consent from client and verbally review with client

- b. Complete mental health assessment
 - c. Create an individualized treatment plan utilizing the client's voice
 - d. Develop crisis plan
 - e. Submit progress notes according to Behavioral Health policy and WAC standards
 - f. Maintain client records ensuring mental health assessments, treatment plans, progress notes are completed within times required and to meet LIBC billing requirements.
 - g. Actively close out files when clients' complete services or discontinue access to services
 - h. Provide support for other team members and their clients during scheduled work hours or when clinicians are on leave
 - i. Provide crisis walk-in services as needed
 - j. Attend weekly clinical staffing meetings for administrative and group supervision
9. Collaborate and coordinate client care with affiliated service departments such as Probation, Lummi Counseling Services, the Courts, Lummi Children Services, Employment Training, Lummi Tribal Health Clinic, the Lummi Nation, Bellingham, and Ferndale Schools.
 10. Make referrals as needed for medication management.

MINIMUM QUALIFICATIONS:

- Master's degree in psychology, Education, Counseling, Social Work, or Behavioral Science from an accredited college or university.
- 3 years school and/or work experience working with children, youth and families, *preferred*
- Mental Health Provider Washington State Licensure *preferred*. Associate Licensure by start date *required*.
- Must possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Ability to learn on the job and willing to participate in relevant job training opportunities as identified
- Knowledge of HIPAA rules and regulations
- Knowledgeable in mental health performance standards
- Knowledgeable in addictions treatment and co-occurring problems
- Knowledge of local resources available to youth, adult, and families
- Good communication and listening skills
- Knowledge of treatment-integrated understanding of historical trauma and Native cultural values
- Ability to discuss sexual issues in mixed gender group.
- Knowledgeable about HIV/AIDS and sexually transmitted diseases.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- This position requires regular contact with or control over Indian children and is therefore subject to successful and extensive criminal background check, CAMIS background check.
- Must have CPR and First Aid certification within 30 days of hire.
- Experience working with Native American children and their families *preferred*.
- Must be accepting and respectful toward clients and staff
- Must be flexible and able to work nights and weekends.
- Must be fully vaccinated for COVID-19 including two (2) doses of a 2-dose series, or one (1) dose of a 1-dose series, plus 14 days beyond the final dose prior to the start date.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov. For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.