



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: Certified Nurse Aide – Recovery Coach
Lummi Counseling Services (LCS)

OPEN: March 21, 2024

EXEMPT: No

SALARY: (8/9) \$23.05-\$29.82/hr. DOE

SHIFT: Day/Night

LOCATION: LHSC & New Life Center (NLC)

DURATION: Special Projects

Grant Ends: 08/30/2024

CLOSES: April 5, 2024

JOB CODE:

DIVISION: GM Office

DEPARTMENT: LCS

SUPERVISOR: Lead CNA-RC & Nurse Mgr.

VACANCIES: 2

JOB SUMMARY: The Certified Nurse Aide- Recovery Coach will provide for activities of daily living by assisting with serving and preparing meals, providing fresh water and nourishment between meals and withdrawal management comfort measures. Responsible for providing peer support recovery services to patients receiving methadone and OTP services, including but not limited to transportation, targeted outreach and engagement to people suffering from opioid use disorder. These services include coordination and assistance with the stabilization of Methadone, prevention services, self-advocacy, development of natural supports and the development and maintenance of community living skills. This is a permanent position in a facility that provides 24/7 supervision to the patients. A great, friendly attitude, ability to multitask, open communication, accountability, and the ability to follow direction is key. Maintains punctual, regular, and predictable attendance.

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

1. Assist with activities of daily living including providing comfort measures when withdrawal management symptoms arise.
2. Check patient vital signs, records input and output and document appropriately, monitors for withdrawal symptoms and notifies RN.
3. Provides patient comfort by utilizing resources and materials; transporting patients; answering patients' call lights and requests; and reporting observations of the patient to nurse/Nurse Manager.
4. Provide peer support in a positive and supportive manner through coaching, role modeling and mentoring in order to assist patient in developing skills to achieve their goals.
5. Will keep facility clean and sanitary, following a cleaning schedule, preparing meals as needed, daily laundry, assisting patients with daily activities such as toileting, dressing, oral and hair care, and other needs based on individual services plans.
6. Participate in an overdose response situation and provide assistance as directed by nurse and/or provider.
7. Engage and build professional relationships with potential and existing Methadone patients to effectively deliver peer recovery support services.

8. Develop and implement wellness and relapse prevention plans with patients.
9. Documents actions by completing forms, reports, logs, and records.
10. Maintains work operations by following policies and procedures.
11. Protects organization's value by keeping patient information confidential.
12. Practice harm reduction approaches with patients, including providing overdose prevention education, teaching risk reduction techniques, and facilitating access to Kloxxado and Narcan (naloxone), and other harm reduction resources- implement at discharge.
13. Use non-judgmental, non-stigmatizing language, and employ techniques such as motivational interviewing that help encourage patients to identify and prioritize their personal needs.
14. Updates job knowledge by participating in educational opportunities, completes assigned Relias trainings, reading professional publications, participating in professional organizations, and maintaining licensure.
15. Participate in staff and program meetings, including consultation and supervision and professional training sessions as required by their supervisor.
16. Develop an appropriate and professional relationship with other staff, providers, and consultants.
17. Address barriers to successful recovery and serves as a role model and patient advocate.
18. Other duties as assigned;

MINIMUM QUALIFICATIONS:

- Must possess a valid Certified Nurse Aide licensure or Recovery Coach certification or received within 9 months of training on the job work experience.
- Must be at least 21 years of age, according to Washington State minimal licensing requirements.
- Two (2) years recent work experience Required.
- Associate's Degree from an accredited college or university *preferred*.
- Prior experience working with adolescents and adults with chemical dependence issues *preferred*.
- Professional work experience in Native communities desirable *preferred*
- If entering the position with lived experience, must have a minimum of 3 years abstinence and a role model in the community.
- Certification with accredited training course through the State of WA and current certification through American Heart Association in BLS
- 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:

- Basic knowledge of anatomy, physiology, and medical terminology
- Friendly and professional bedside manner
- Understands legal implications of patient care.
- Knowledgeable in addiction services and current treatment.
- Excellent oral and written communication skills in dealing with patients and family members, paraprofessionals, and other staff members.
- Ability to establish and maintain cooperative, supportive relationships with program participants.
- Understands CFR 42 Part 2, HIPAA, and confidentiality requirements for health care setting.
- Demonstrates computer skills including word processing software, communicating through electronic messaging, obtaining information from the Internet.
- Possesses a treatment-integrated understanding of historical trauma and Native cultural values.

- Maintain strict confidentiality in all work-related areas, process all client information and activities in a confidential manner consistent with the Lummi Nation's Policies.
- Knowledge of organization policies and procedures.
- Knowledge of community resources and referral agencies.
- Ability to react calmly and effectively in emergency situations.
- Excellent organizational skills to work independently, prioritize, handle multiple tasks, and manage time.

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.
- Position requires Criminal Background Check.

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.