



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: Lead Crisis Licensed Mental Health Provider (LMHP)/ Designated Crisis Responder (DCR)

OPEN: April 8, 2025

EXEMPT: Yes

SALARY: (13) \$46.10-\$51.92/hr. DOE

SHIFT: Flexible

LOCATION: LNHC

DURATION: Regular Full Time

CLOSES: April 23, 2025

JOB CODE:

DIVISION: HHS

DEPARTMENT: Behavioral Health

SUPERVISOR: BH Clinical Director

VACANCIES: 1

JOB SUMMARY: The Lead Crisis LMHP/Designated Crisis Responder (DCR) will coordinate and integrate crisis intervention services provided by medical providers, mental health clinicians, substance use disorder counselors, recovery coaches, and peer support counselors. This position is housed within the Behavioral Health Department but may operate across other Lummi health and social services programs. The Lead Crisis LMHP/DCR will provide clinical guidance, technical support, documentation oversight, supervision of licensed and associate clinicians, and peer counselors, while ensuring quality improvements to meet community needs. This role will also directly assess and provide crisis services to individuals of all ages, including conducting evaluations for involuntary detention when necessary. Flexibility in work hours is required based on community needs within the Lummi Nation.

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

Lead Responsibilities

1. Direct the development of a comprehensive, culturally informed crisis outreach strategy.
2. Integrate cultural history, family systems, trauma, substance use, and mental health considerations into care approaches.
3. Coordinate with community stakeholders (e.g., Lummi Victims of Crime, Lummi Police Department, probation and court systems, Lummi Children's Services, schools, employment training programs) to provide wraparound services.
4. Ensure compliance with Washington State regulations and coding requirements.
5. Develop and implement outcome-based assessments to inform program improvements.
6. Collaborate with Behavioral Health leadership to integrate crisis services into holistic, patient-centered care.
7. Identify and coordinate external referrals for inpatient treatment, psychiatric evaluations, detoxification services, and other specialized care.
8. Develop reporting tools to monitor caseloads, referrals, and service utilization.
9. Support crisis outreach data collection and provide quarterly reports to Behavioral Health leadership.

10. Lead Crisis Outreach Program staff meetings and provide administrative and clinical supervision.
11. Ensure staff compliance with required training and professional development.
12. Provide individual clinical supervision for licensed and associate clinicians, and review/supervise clinical documentation.
13. Support peer counselors and ensure appropriate supervision in alignment with Washington State regulations.
14. Maintain supervision logs and coordinate continuing education opportunities.
15. Conduct performance reviews and oversee team dynamics, stress management, scheduling, and leave coverage.
16. Collaborate with schools and community programs to provide training on prevention and intervention strategies.

Licensed Mental Health Provider Responsibilities

1. Conduct mental health assessments and provide strength-based, evidence-based treatment.
2. Offer culturally competent and trauma-informed care using modalities such as Trauma-Focused Cognitive Behavioral Therapy and Motivational Interviewing, adjusting approaches to suit each patient.
3. Provide timely referrals for services beyond program scope.
4. Collaborate with family members and external service providers per patient needs and consent.
5. Demonstrate a commitment to ethical, equitable, and culturally responsive care.
6. Maintain timely and accurate documentation in the electronic health record (EHR), including assessments, treatment plans, progress notes and discharge summaries, adhering to agency, state and federal regulations.
7. Adhere to HIPAA, CFR42, and Behavioral Health guidelines.
8. Perform other duties as assigned to support departmental and organizational needs.

Designated Crisis Responder Responsibilities

1. Participate in the 24/7 crisis phone rotation and provide emergency response as needed.
2. Oversee crisis outreach services and support staff responding to emergent situations.
3. Conduct evaluations for individuals in acute behavioral health crises, including assessments for involuntary detention under Washington State law.
4. Work closely with Tribal and Superior Court systems to process involuntary hold petitions and ensure timely legal documentation.
5. Utilize de-escalation and stabilization techniques to resolve crises in community settings (e.g., homes, schools, shelters).
6. Ensure community safety through appropriate referrals to crisis triage centers, voluntary psychiatric hospitalization, or other interventions.
7. Provide ongoing support and backup to Crisis Outreach Team members.

MINIMUM QUALIFICATIONS:

- Masters degree in Psychology, Counseling, Social Work, or a related Behavioral Science field from an accredited institution.
- Active Washington State Mental Health Provider Licensure.
- Must be a Washington State Designated Crisis Responder (DCR), or willing to complete the DCR training that meets the WA State requirements to be a DCR at earliest training availability.
- Washington State DOH approved Supervisor for Licensed Mental Health Professionals *preferred*.
- Three years experience working with patients with substance use and/or mental health disorder.
- Experience working with AI/AN populations *preferred*.
- Must possess a valid Washington state driver's license and meet eligible 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 and remains compliant with required training and certifications.
- Knowledge of guidelines for reporting as required by Federal, State, Local, and Tribal regulations, or laws.
- Ability to maintain strict confidentiality in all work related areas, process all patient information and activities in a confidential manner consistent with the HIPAA and Lummi Nation's Policies.
- Ability to develop professional relationships with relatives of patients and involve them as appropriate in the patient's treatment.
- Ability to develop appropriate and professional relationships with other services providers, consultants and case managers.
- Ability to communicate effectively both orally and in writing.

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.
- Must have knowledge about HIV/AIDS and sexually transmitted diseases.
- Experience working with Native American children and their families.
- Must be accepting and respectful toward patients and staff.

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.