



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: Crisis Substance Use Disorder Professional

OPEN: April 8, 2025

EXEMPT: Yes

SALARY: (9/10) \$26.48-34.26/hr. DOE

SHIFT: Flexible

LOCATION: LNHC

DURATION: Regular Full Time

CLOSES: April 23, 2025

JOB CODE:

DIVISION: HHS

DEPARTMENT: Behavioral Health

SUPERVISOR: Clinical Lead

VACANCIES: 1

JOB SUMMARY: The Crisis Substance Use Disorder Professional (SUDP) will provide culturally competent behavioral health services within a tribal community, focusing on the prevention, intervention, and treatment of substance use disorders (SUD) and related mental health issues. This role involves the development and implementation of crisis intervention plans, clinical counseling, and coordination of care across various service systems, including tribal departments and external agencies. The Crisis SUDP will integrate tribal healing practices alongside evidence-based methods to address patient needs holistically, ensuring that patients receive comprehensive care in a supportive, respectful environment. The Crisis SUDP is a member of a Lummi Crisis outreach team with the ability to respond to and provide crisis services in the community (e.g., homes, schools, and shelters). The Team serves adults, adolescents, and children who are experiencing a behavioral health (mental health and/or substance use) crisis regardless of their funding source. The Crisis team offers short-term crisis intervention and prevention services utilizing strength-based, solution-focused, culturally congruent, trauma-informed, and recovery-oriented interventions.

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

1. Provide crisis intervention services to persons of all ages experiencing acute behavioral health issues, stabilizing crises on-site whenever possible, and using a variety of intervention options, including referrals to outpatient services or urgent psychiatric evaluations.
2. Participate in a rotating 24/7 on-call crisis response schedule, conducting initial crisis assessments, safety risk evaluations, and outreach as needed.
3. Serve as a primary clinician, offering counseling services to individuals struggling with SUD, including family counseling to support recovery.
4. Develop and implement crisis intervention and stabilization plans for patients in distress.
5. Facilitate patient referrals to specialized services, including medication management, SUD treatment, and mental health services.
6. Deliver culturally sensitive and tailored treatment services to meet the diverse needs of patients.
7. Collaborate with tribal service departments, local schools, courts, probation services, and other external agencies to coordinate care.

8. Communicate effectively with staff, patients, families, and external providers. Provide education and support to patients families and service providers, ensuring alignment with patient preferences.
9. Conduct thorough assessments using ASAM criteria, DSM-V, and tools like SASSI, MAST, Opioid, and DAST to diagnose and determine treatment needs.
10. Integrate tribal healing practices and community resources into treatment plans, as appropriate, to enhance cultural relevance and patient engagement.
11. Demonstrate a commitment to ethical, equitable, and culturally responsive care.
12. 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
13. Adhere to HIPAA, CFR42, WAC, and other regulatory guidelines in all documentation and reporting.
14. Submit required monthly reports to clinical supervisors and BH leadership.
15. Actively participate in multidisciplinary team meetings to ensure coordinated, integrated care for patients.
16. Provide training and ongoing support to other staff members as needed to enhance the overall quality of care.
17. Attend weekly staffing meetings for continued education and program development.
18. Adapt to changing program needs, including availability during evenings and weekends to ensure accessible care.
19. Perform additional duties as assigned

MINIMUM QUALIFICATIONS:

- Associate of Arts (AA) Degree. Bachelor's degree in Human Services, Psychology, Social Work, or a related field *preferred*.
- WA State licensure as a Substance Use Disorder Professional *preferred*. Substance Use Disorder Professional Trainee licensure *required*.
- 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 eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Cultural competence and sensitivity, with an emphasis on understanding historical trauma in Native communities. Understand the community's traditional beliefs, values, and practices.
- Ability to work as a member of a team and maintain positive relationships with co-workers and other agencies.
- Communication and listening skills to develop rapport with patients.
- Ability to build partnerships with stakeholders across multiple organizations and systems locally and nationally.
- Ability to facilitate individual, family, and group encounters
- Organizational skills.
- Computer skills and reports writing skills and be able to learn on the job and willing to participate in relevant job training opportunities as identified.
- Ability to always maintain strict confidentiality in compliance with HIPAA regulations.
- Strong understanding of evidence-based therapeutic practices.
- Proficiency with electronic health records (EHR) systems (e.g., EPIC).

- Knowledge of local resources for mental health and co-occurring disorders (i.e., Housing, Food, Support groups, etc.).
- Ability to work collaboratively in a multidisciplinary team.
- Effective communication, organizational, and crisis management skills.

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 be accepting and respectful toward patients and staff.
- Must be flexible and able to work nights and weekends.

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.