



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: Medical Director Secure Withdrawal Management Program

OPEN: March 6, 2025

EXEMPT: Yes,

SALARY: \$130 - \$145/hr. DOE

SHIFT: Day/Night

LOCATION: Lummi SWMS

DURATION: Regular Full Time

CLOSES: Until Filled

JOB CODE:

DIVISION: General Manager

DEPARTMENT: HHS

SUPERVISOR: General Manager

VACANCIES: 1

JOB SUMMARY: We are seeking a dedicated and experienced Addiction Psychiatrist Medical Director to lead our Secure Withdrawal Management and Stabilization Facility (SWMS). The facility is currently being built and is expected to be complete by April/May 2026. This is a Lummi Health and Human Services facility designed to help address the needs of patients suffering from substance use disorders. This role involves overseeing the medical and psychiatric care of individuals undergoing withdrawal management and stabilization, ensuring evidence-based treatment approaches, and leading a multidisciplinary team of healthcare professionals. The Medical Director will play a crucial role in developing clinical protocols, maintaining regulatory compliance, and fostering a culture of compassionate and effective addiction treatment.

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

1. Medical Leadership

- Provide clinical oversight and leadership for the facility's medical and psychiatric staff.
- Oversee the medical and clinical treatment of the Secure Withdrawal Management and Stabilization Facility in accordance with Lummi standards of care and federal and state regulations and program policies.
- Develop and provide oversight in protocols for medications to alleviate cravings for substances/alcohol and other withdrawal symptoms when appropriate and continuously monitor the therapeutic value.
- Oversee and review medical evaluations, crisis intervention and/or medication management by providers, RN, and LPN staff.
- Ensure 24 hour per day provider coverage to respond in a timely manner to onsite staff and emergency care providers when they require consultation for any patient.
- Assure all medical standards are met and in compliance with all Tribal, State, and Federal laws.
- Work with HHS Business office to assure clinical documentation is meeting billing requirements.
- Attend monthly WA state OTP Medical Directors meeting and other meetings/trainings to stay up to date on regulation, best practice and notable changes or problems in WA.
- Organize and participate in multi-disciplinary staff meetings with SWMS leadership.

2. Patient Care:

- Provide up to 16 hrs. of direct patient care per week.
- Conduct comprehensive psychiatric evaluations, prescribe appropriate medication-assisted treatment (MAT), and oversee withdrawal management protocols.
- Provide oversight and direct patient care when needed, to evaluate the patient's substance use and medical history, assess patient needs, determine the medical course of the patient's treatment, including ordering lab tests and giving special monitoring instructions to staff.
- Utilize and/or oversee the appropriate behavioral health use of the DSM-V Diagnosis codes and ASAM criteria.
- Refer patients to available medical and mental health treatment resources as needed.
- Join the provider telephone call pool for the Secure Withdrawal Management and Stabilization Facility for after-hours patient management. Will be required to be accessible during all hours of assigned call period including nights, weekends, and holidays when assigned. Will provide thorough, accurate, and conscientious telephone triage for patients of the SWMS.
- Oversee the prescription and titration of the appropriate dosage of medications consistent with patient's medical and substance use history to ensure minimal withdrawal symptomology.
- Document all patient care in the electronic medical record in accordance with established practice standards.

3. Program Development:

- Establish and implement clinical protocols and best practices for substance use disorder treatment.
- Establish and monitor performance metrics to ensure the effectiveness of withdrawal management interventions.
- Integrate culturally sensitive care practices and community-driven approaches into medical protocols.

4. Regulatory Compliance:

- Ensure appropriate facility licensure
- Ensure compliance with state and federal regulations, licensing standards, and accreditation requirements.
- Review and revise medical policies to ensure compliance and accountability to internal and external authorities, (e.g., Health and Family Services Commission, Joint Commission, State Boards, & State Health Department).
- Ensures clinical operations are functioning according to the higher legal and ethical standards; sets clinical policies in accordance with known best practices.

5. Multidisciplinary Collaboration:

- Work closely with nursing, counseling, and case management teams to provide integrated, patient-centered care.
- Work with HHS, Lummi Health and Family Service Commission, and LIBC to assure that the SWMS facility is meeting the Lummi community needs.

6. Training and Supervision:

- Mentor and educate clinical staff on addiction medicine and psychiatric best practices.
- Work in coordination with HHS CMO to assure that internal trainings (Fire Drills, Code Blue drills, Active Shooter drills, etc.) are implemented on a scheduled basis.
- Supervise all licensed providers (MD, DO, ARNP, PA-C, and RN) that work within the SWMS Facility.

7. Quality Assurance:

- Monitor patient outcomes, conduct performance improvement initiatives, and implement strategies to enhance care delivery.
- Provide input to designing and implementing Performance Improvement plans, maintain quality of care and client satisfaction ratings.
- Work in partnership with HHS Compliance staff

8. Community Engagement:

- Act as a visible medical representative of the Lummi Community working with surrounding medical providers and health facilities.
- Collaborate with external agencies, law enforcement, and community health organizations to improve continuity of care and patient support services.
- When approved by the HHS CMO or HHS CEO talk with media about HHS Treatment facilities.

MINIMUM QUALIFICATIONS:

- Medical Degree (MD) from an Accredited United States Medical School, *required*.
- Board Certified or Board Eligible in Addiction Psychiatry, *required*.
- Minimum of 3 years of experience in addiction medicine including the prescription of MAT, *required*.
- Current unrestricted DEA License, *required*.
- Valid ACLS/BLS certification, *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:

- Experience with electronic health records required.
- Ability to adhere to all professional guidelines, departmental rules, regulations, policies, and procedures set down in the Lummi HHS by-laws.
- Maintain a positive therapeutic relationship with patients at all times.
- Be aware of the patient's interpersonal strengths, weaknesses as it may impact upon the provider-patient relationship.
- Communicate and cooperate with all members of the treatment team and staff.
- Respond to confrontations and feedback from staff and patients in a non-defensive and professional manner.
- Considers patient welfare and satisfaction in all clinical decisions.
- Demonstrates awareness and respect for patient boundaries.
- Excellent communication skills with the ability to work as a team member in a multicultural atmosphere.

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.
- Adherence to HIPAA policy and procedures per LIBC and federal regulations.
- Must demonstrate and maintain strict confidentiality at all times.

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.