



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: Staff Attorney I - ICW
Office of the Reservation Attorney (ORA)

OPEN: September 23, 2025

EXEMPT: Yes

SALARY: (12) \$40.14-\$45.20/hr. DOE

SHIFT: Day

LOCATION: Tribal Administration

DURATION: Regular Full Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Legal

DEPARTMENT: ORA

SUPERVISOR: Legal Director

VACANCIES: 1

JOB SUMMARY: The Staff Attorney I - works within the Office of the Reservation Attorney under the supervision of the Legal Director or Designee on matters implicating tribal sovereignty and the exercise of tribal jurisdiction. Duties may include representing the Nation primarily in state court proceedings involving Lummi children and youth as well as other staff attorney duties as assigned. Job performance is evaluated by the Legal Director or his/her designee.

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

1. Represent the Lummi Nation in tribal, federal, and state forums on matters relating to Lummi children and youth, including, juvenile dependency, and Indian Child Welfare cases.
2. Participate as team member and attend meetings regarding dependency, delinquency, youth at risk, and truancy cases as needed/requested.
3. Represent the Nation in Tribal Court, state court and appeals courts on child welfare matters, family wellness court, criminal offenses, traffic, environmental and natural resources violations, and civil forfeiture and exclusion proceeding periodically as requested.
4. Assist in development of new and amended codes working with staff, commissions, LIBC, and General Council as required.
5. Complete legal research and writing necessary for the preparation of complaints, petitions, motions, pleading, and other court documents, and follow up on all assigned cases.
6. Maintain case and research files according to office systems and follow general office procedures.
7. Continue professional development, including continuing legal education and/or training in the areas of Indian Law, or other issues relevant to job duties.
8. Travel locally and out of state as necessary to represent the Lummi Nation, as approved in accordance with the Lummi Nation's policies and procedures.

MINIMUM QUALIFICATIONS:

- Graduate of accredited law school and Member in good standing of the Washington State Bar Association or able to obtain reciprocal admission within 6 months of hire.
- Member of the Lummi Nation Tribal Court Bar or able to obtain admission within 30 days.
- One year of experience as a practicing attorney *preferred*, but not required.
- Must possess a valid Washington State Driver's License and meet eligibility requirements for tribal insurance.
- Knowledge of the Indian Child Welfare Act *preferred*, but not required.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS: Demonstrate ability to satisfy the following requirements; commensurate knowledge/experience may be substituted for a requirement where appropriate.

- Good working knowledge of tribal, federal, and state laws pertaining to Indians.
- Knowledge of laws relevant to child welfare and dependency proceedings *preferred*.
- Excellent legal research, writing and oral communication skills and the ability to prepare legal memoranda and pleadings, as required and in accordance to tribal, federal and state court rules.
- Excellent judgment and decision-making capabilities.
- Ability to organize and maintain clear, concise, and accurate records, and follow office procedures.
- Ability to deal with people in highly emotional situations, and ability to communicate well with people of all ages in a clear and intelligent manner.
- Ability to establish and maintain effective working relationships with Tribal officials, supervisor, fellow employees, Tribal members, and the general public.
- Ability to manage highly confidential information with professionalism and unquestionable integrity and maintain strict confidences at all times.
- Ability to work cooperatively as a team member within the Office of the Reservation Attorney.
- Working knowledge and understanding of the Native American community and its people, including traditions and customs is preferred.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol tests 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 an extensive Criminal Background Check and CAMIS Check.
- Must be dependable, trustworthy, maintain confidentiality and be able to work flexible hours.
- Must be able to always maintain respect with clients and other service professionals.
- Ability to work with families in crisis, at-risk youth and families.
- Must be able to work in a high stress environment.
- Ability to gain knowledge of and/or experience in the Lummi cultural community and the role of culture in the tribal healing process.

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.