



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: Psychiatrist or Psychiatric ARNP
Lummi Nation Health Center (LNHC)

OPEN: October 21, 2025

EXEMPT: Yes

SALARY: DOE

SHIFT: Day/Flexible

LOCATION: LNHC

DURATION: Regular Full-Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Health & Human Services

DEPARTMENT: LNHC

SUPERVISOR: Executive Medical Director

VACANCIES: 1

JOB SUMMARY: The Lummi Nation Health Center is committed to strengthening patients and families by providing wraparound services that impact the physical, mental, and community factors that influence health. The ideal candidate will experience in treating patients with serious mental illness across the lifespan and provide consultation to the adult and pediatric providers. The ideal candidate will be well versed in the integrated care model and collaborate well with team members. The Lummi Nation Health Center will be expanding services to inpatient care in 2025. This position will have the opportunity to work with the team to develop the model and participate in the growth of the care delivery model.

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

Direct Patient Care (32 hours/week)

1. Provide initial and ongoing evaluation, diagnosis, treatment, and management of psychiatric illnesses for children and adolescents, and complex adult psychiatric cases.
2. Prescribes and monitors psychiatric medications for patients while working closely with primary care providers and behavioral health counsellors to help generate a wholistic plan of care.
3. Documents all patient histories, evaluations, and correspondence with patients in the electronic health record in accordance with the Lummi Nation Health Center provider documentation guide.
4. Coordinate and refer patients who require additional support to social workers, mental health or chemical dependency professionals, or other social service programs when appropriate.
5. Provide services primarily at the Lummi Nation Health Center but may also provide care at the School Based Health Program at the Lummi Nation School or other satellite locations of the Lummi Nation Health Center.
6. Develop and implement protocols to implement evidence-based screening for mental health and chemical dependency conditions within the primary care clinic.
7. Work to expand access to psychiatric care by educating primary care providers around diagnosis and management of common psychiatric illness; serves as internal consultant for psychiatric cases.

8. As a physician leader will be responsible for exemplifying a culture of continuous quality improvement; taking proactive steps to address issues in a team-oriented patient-centered approach.
9. Takes a solution-oriented approach to new challenges or problems.
10. Exemplifies a commitment to ensuring excellent customer service for patients. Provide counseling and education on health behaviors, self-care and treatment options. Responsible to maintain a functional problem list.
11. Ensures billing practices are consistent with federal and state regulations.
12. Participates in quality improvement activities and peer review processes.

Program Development (8 hours/week)

13. Develop and implement innovative strategies to improve, on a population level, child and adolescent behavioral health conditions.
14. Work with others to impact the social determinants of health, in particular, addressing conditions that lead to adverse childhood experiences.
15. Provide leadership and support advocacy to improve the wellbeing of Lummi Members throughout the community.
16. Develop inpatient programming for new psychiatric facility along with SUD providers.

MINIMUM QUALIFICATIONS:

- Doctor of Medicine Degree (MD) **OR**
- Doctorate of Osteopathy (DO) **OR**
- ARNP with 5 years' experience in psychiatry
- American Board Certified in Psychiatry; candidate may be hired without current board certification with plan to sit for boards within 3 months of hire *required*
- Current unrestricted DEA License *required*
- Must possess a valid Washington State Driver's license by time of hire 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 LTHC clinic by-laws.
- Excellent verbal and written communication skills
- Ability to interact and communicate with patients in a respectful and compassionate manner.
- Accurate and timely documentation in accordance with LNHC medical records policies
- Excellent communication skills with the ability to work as a team member in a multicultural atmosphere.
- Must be able to work flexible hours

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.

BENEFITS:

- Medical/Dental/Vision Insurance for Employee (Employer Paid) and spouse and/or children (Employee Paid). Medical/Dental/Vision premiums are deducted through payroll in an amount based on the plan chosen.
- Up to Seventeen (17) paid vacation days per year for a full-time position, subject to accrual requirements in the LIBC Human Resources Policies and Procedures.
- Up to a Twelve (12) paid sick days per year for a full-time position, subject to accrual requirements in the LIBC Human Resources Policies and Procedures.
- Sixteen (16) paid administrative holidays per year (13 holidays, 2 LIBC employee choice holidays, and 1 floating holiday).
- 401(k) with Employer contribution.
- \$10,000 Employer paid life insurance policy.

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.