



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: Licensed Mental Health Provider

OPEN: December 9, 2025

EXEMPT: Yes

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

SHIFT: Flexible

LOCATION: LNHC

DURATION: Regular Full-Time

CLOSES: Until Filled

JOB CODE:

DIVISION: HHS

DEPARTMENT: Behavioral Health

SUPERVISOR: Clinical Lead

VACANCIES: 3

JOB SUMMARY: The Licensed Mental Health Provider (LMHP) provides individual and group therapy using evidence-based approaches like Trauma-focused Cognitive Behavioral Therapy and Motivational Interviewing to address cognitive, emotional, and behavioral challenges. Responsibilities include conducting assessments, developing treatment plans, maintaining accurate documentation, offering crisis support, and making referrals when needed. The clinician collaborates with patients, families, and service providers to ensure comprehensive care, participates in team meetings, and supports colleagues. The role requires flexibility, including evening and weekend availability, to ensure accessible mental health services. Commitment to ethical, equitable care is essential.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES *The duties include, but are not limited to:*

1. Provide individual and group mental health treatment services using a strength-based approach to address cognitive, behavioral and/or emotional deficits.
2. Deliver culturally sensitive and tailored treatment services to meet the diverse needs of patients.
3. Utilize evidence-based therapeutic models such as Trauma-Focused Therapy, Cognitive Behavioral Therapy, and Motivational Interviewing, adjusting approaches to suit each patient.
4. Ensure consistent productivity by completing a minimum of 25 sessions weekly while maintaining the quality and accuracy of work. Prioritize efficient time management, collaboration, and adherence to established workflows to meet or exceed weekly performance goals.
5. Provide appropriate and timely referral assistance to patients whose needs are beyond the scope of practice and require more specialized services. Referrals will be coordinated with the Clinical Leads.
6. Provide consultation with patient's family members and other service providers on the Reservation or in the broader community consistent with the patient's wishes or needs.
7. Comply with the provisions of the Lummi Behavioral Health treatment manual for consistency in documentation, programmatic processes and standardization.
8. Act as a primary care clinician or work as a clinical team for assigned patients.
9. Obtain signed Informed Consent from patient and verbally review with patient
10. Complete mental health assessment
11. Develop individualized treatment plans that incorporate the patient's voice and preferences.
12. Develop crisis plan as needed.

13. 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.
14. Actively close out files when patient's complete services or discontinue access to services
15. Provide support for team members and their patients during scheduled work hours or when providers are on leave
16. Provide crisis walk-in services as needed
17. Provide peer support to other clinicians as needed.
18. Attend and contribute to clinical team meetings and supervision sessions.
19. Collaborate and coordinate patient care with affiliated service departments such as Probation, Lummi Counseling Services, the Courts, Lummi Children Services, Employment Training, Lummi Tribal Health Clinic, the Lummi Nation, Bellingham, and Ferndale Schools.
20. Display a commitment to ethical and equitable care practices.
21. Provide Open Access services on a rotating basis, ensuring availability for same-day appointments, walk-ins, and urgent/crisis clinical needs during normal business hours.
22. Refer patients for medication management services when necessary.
23. Adapt to program needs, including evening and weekend availability, to ensure accessible care.
24. Perform other duties as assigned.

MINIMUM QUALIFICATIONS:

- Master's degree in psychology, Education, Counseling, Social Work, or Behavioral Science from an accredited college or university.
- Active Washington State licensure as a Mental Health Counselor, Clinical Social Worker, or Marriage and Family Therapist. Associate licensure *required*; full licensure *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 eligibility 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
- Proficiency with EHR applications (Ochin EPIC preferred)
- Knowledge of HIPAA rules and regulations
- Knowledgeable in mental health performance standards
- Knowledgeable in addictions treatment and co-occurring problems
- Knowledge of local resources available to youth, adult and families
- Good communication and listening skills
- Knowledge of treatment-integrated understanding of historical trauma and Native cultural values
- Ability to discuss sexual issues in mixed gender group.
- Knowledgeable about HIV/AIDS and sexually transmitted diseases.

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.
- Experience working with Native American children and their families.

- 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.