



# 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:** Court Evaluator

**OPEN:** February 5, 2026

**EXEMPT:** No

**SALARY:** (11) \$34.94-\$39.35/hr. DOE

**SHIFT:** Day (Monday-Friday)

**LOCATION:** Lummi SWMS

**DURATION:** Regular Full Time

**CLOSES:** Until Filled

**JOB CODE:**

**DIVISION:** Policy

**DEPARTMENT:** SWMS

**SUPERVISOR:** Clinical Manager

**VACANCIES:** 1

**JOB SUMMARY:** The Court Evaluator serves as the primary point of contact between the Lummi Nation Secure Withdrawal Management and Stabilization (SWMS) Program, tribal and state courts, legal representatives, law enforcement, and treatment providers. This position ensures timely communication, coordination, and accurate documentation for individuals admitted voluntarily or involuntarily, including under Ricky's Law. The Court Evaluator supports continuity of care and compliance with court orders while promoting high-quality, trauma-informed services that honor the mission, values, and cultural traditions of the Lummi Tribal community. This role collaborates with clinical staff to support service delivery, advocate for patients, and ensure adherence to all court-related requirements.

**Scheduling for Court Evaluator/SUDP positions are designed to support 24/7 program operations and may include weekend coverage, on call rotation and rotating holiday shifts. Current anticipated schedules may include the following; however, schedules are subject to change based on program needs, staffing levels, and operational requirements:**

- **Court Evaluator:** Monday – Friday 8:00am – 4:30pm

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

1. Act as the primary liaison between the SWMS program and tribal, county, and state courts.
2. Coordinate, schedule and facilitate court hearings.
3. Facilitate communication with judges, prosecutors, defense attorneys, probation officers, and law enforcement as needed.
4. Track and manage involuntary treatment cases, including Ricky's Law timelines and compliance requirements.
5. Ensure accurate and timely submission of court reports, treatment updates, and legal documentation.
6. Attend court hearings, daily multidisciplinary Treatment Team (Monday – Friday) staff meetings, and case reviews as required.
7. Collaborate with clinical staff to support treatment planning, discharge coordination, and aftercare arrangements.

8. Assist clients and families in understanding legal processes related to treatment and stabilization.
9. Provide clinical input in ASAM (4<sup>th</sup> edition) with SUDP to support patient care and following discharge plan.
10. Complete or update ASAM (4<sup>th</sup> Edition), via EPIC, our EMR system as needed.
11. Provide recovery focused groups as needed.
12. Maintain confidentiality and compliance with HIPAA, 42 CFR Part 2, and tribal policies.
13. Document all court-related communications and activities in the electronic health record or designated system.
14. Deliver crisis intervention, CPI de-escalation, and stabilization support within a secure withdrawal management setting.
15. Support culturally responsive, trauma-informed approaches consistent with Lummi Nation values.
16. Perform other related duties as assigned.

#### **MINIMUM QUALIFICATIONS:**

- Substance Abuse Disorder Professional Certification with the WA State Department of Health under Chapter 18.19 RCW.
- Associate's degree in counseling, social work, psychology, or a related human services field (or higher).
- Minimum of two (2) years of experience working with courts, behavioral health systems, or substance use disorder service.
- One year(s) experience working with secure withdrawal management, detoxification, or stabilization programs.
- Experience with tribal/non-tribal court systems and procedures, preferred.
- Experience with electronic health records and legal documentation.
- Professional experience in Native communities 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:**

- Knowledge of addiction medicine, mental health practices, and current evidence-based treatment approaches for substance use disorders.
- Knowledge of involuntary treatment laws, including Ricky's Law (Washington State).
- Strong oral and written communication skills for interacting effectively with clients, families, and multidisciplinary teams.
- Knowledge/Ability to provide Motivational Interviewing, Seeking Safety, White Bison and culturally adapted trauma therapies.
- Familiarity with Indian health Services (IHS), Tribal Health systems, and grant funded programs.
- Ability to establish and maintain supportive, professional relationships with clients, families, and colleagues.
- Competent in basic computer skills, including electronic health records, word processing, secure messaging, and internet research.
- Ability to work effectively in cross-cultural environments and with diverse populations.

- Understanding of the social, historical, and cultural context of American Indian/Alaska Native communities, including the impact of historical trauma and the importance of Native cultural values in treatment.
- Knowledge of HIPAA and CFR 42 Part 2 requirements, with a commitment to strict confidentiality.
- Ability to work professionally with other service providers, consultants, and community partners.

#### **WORK ENVIRONMENT & CONDITIONS:**

- Secure detox setting with exposure to clients in acute distress.
- May involve occasional travel to remote areas within the Tribal community or to training events.
- Flexible scheduling may be required, including evenings or weekends for crisis response or supervision.
- Culturally diverse environment that prioritizes respect, humility and collaboration.

#### **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](mailto: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.