



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:** BH Cultural Mentor

OPEN: February 6, 2026

EXEMPT: No

SALARY:(9) \$26.48–\$29.82/hr. DOE

SHIFT: Flexible

LOCATION: LNHC

DURATION: Regular Full Time

CLOSES: February 20, 2026

JOB CODE:

DIVISION: HHS

DEPARTMENT: Behavioral Health

SUPERVISOR: Clinical Lead

VACANCIES: 1

JOB SUMMARY: The Behavioral Health Cultural Mentor supports the development and delivery of culturally and linguistically competent behavioral health services for Lummi individuals and families. This role bridges traditional healing practices and modern therapeutic approaches by serving as a resource, advocate and peer support for individuals with complex behavioral health needs. The Mentor plays a key role in guiding the integration of tribal values, historical context and cultural perspectives into treatment, service planning and organizational practices.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

1. Serve as an Agency-Affiliated Certified Peer Counselor (AA-CPC) for assigned participants in the Mental health program.
2. Provide support during sessions by sharing relevant lived experiences to enhance participant engagement.
3. Support the development and implementation of the wrap-around process for cultural services requested by individuals and their families.
4. Serve as a resource to the LBHD on cultural and linguistic competence, organizational change and cross-cultural practice. Act as a bridge between LBHD and cultural communities, families, youth, providers, community agencies and other stakeholders.
5. Connect individuals and families to traditional and spiritual healing practices.
6. Work directly with participants with complex emotional, medical and/or learning needs, and with families to achieve treatment and wellness goals through a culture-driven wraparound process.
7. Promote language access and identify relevant resources.
8. Assist in development and implementation of strategies to ensure internal accountability for advancing cultural and linguistic competence.
9. Collaborate with the evaluation team to integrate Lummi cultural competency into evaluation criteria and instruments assessing cultural competency outcomes.
10. Participate in confidential care review discussions as part of the case assignment process.
11. Conduct home-based, school-based, office-based and off-site meetings with participants and/or their families.
12. Foster a supportive group environment aligned with behavioral health recovery goals.

13. Collaborate with licensed clinicians to support treatment plans, safety plans and crisis interventions.
14. Offer additional peer-based support to participants and families outside of formal therapy sessions
 - Collaborate with family members to address concerns and foster a supportive recovery environment.
 - Build trust and understanding between participants, families, and the care team.
15. Collaborate weekly with clinical staff to ensure continuity of care and support therapeutic progress.
16. Help participants develop coping skills, life skills, social skills, and resilience to navigate life challenges and manage mental health conditions.
 - Help participants navigate challenges and encourage adherence to treatment plans.
 - Model healthy behaviors and coping mechanisms to participants.
 - Provide feedback and encouragement as participants practice new skills in and outside of sessions.
 - Actively foster a nonjudgmental and inclusive environment for all participants.
 - Respect cultural and individual differences, promoting equitable support
17. Assist participants in creating and implementing crisis plans.
18. Connect participants with community resources such as housing, food, support groups, and employment services to address holistic needs.
 - Share resources and personal recovery insights to build rapport and provide hope.
19. Provide culturally competent services, honoring tribal values, historical trauma, and traditional practices.
20. Collaborate with community partners, including schools, courts, and social services, to create wraparound support for participants.
21. Assist in the planning and facilitation of community engagement activities to promote awareness, education, and support for mental health and recovery.
22. Act as a representative of the Lummi Behavioral Health Department, building community relationships and encouraging participation in services.
23. Maintain timely and accurate documentation in the electronic health record (EHR), adhering to agency, state, and federal regulations.
24. Attend BH staffing, treatment team meetings, and required supervision and training sessions.
 - Maintain open communication with clinicians and other staff to ensure coordinated care.
 - Provide insight and training to staff about the role of lived experience in recovery.
 - Participate in ongoing professional development to enhance peer counseling skills.
 - Contribute to a positive workplace by demonstrating a collaborative and solution-focused attitude.
25. Actively contribute to the development and implementation of service practices that include authentic participant involvement.
 - Provide insights based on peer interactions to assist clinicians in tailoring treatment approaches.
26. Follow all departmental, organizational policies and procedures.
27. Adhere strictly to HIPAA regulations and CFR42 to maintain participants confidentiality.
28. Perform other duties as assigned to support departmental and organizational needs.

MINIMUM QUALIFICATIONS

- High school graduate or equivalent (GED) and two years experience working in a human service related field.
- Associate of Arts degree (AA/BHA) in psychology, social services, criminal justice, child/youth/family services, outreach, etc. *Preferred*
- Two years of experience working with high-risk community members dealing with mental health and/or substance use disorders.
- Must have Peer Counselor certification and be willing to obtain the Certified Peer Specialist or Certified Peer Specialist Trainee Credential before January 1, 2027.
- Must have or willing to obtain Agency Affiliated Counselor status.
- Knowledge of traditional and spiritual healing practices.
- 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:

- Cultural competence and sensitivity, with an emphasis on understanding historical trauma in Native communities. Understand the community's traditional beliefs, values, and practices.
- Ability to work as a member of a team and maintain positive relationships with co-workers and other agencies.
- Communication and listening skills to develop rapport with participants.
- Ability to build partnerships with stakeholders across multiple organizations and systems locally and nationally.
- Ability to facilitate individual, family, and group encounters
- Organizational skills.
- Computer skills and reports writing skills and be able to learn on the job and willing to participate in relevant job training opportunities as identified.
- Ability to always maintain strict confidentiality in compliance with HIPAA regulations.
- Strong understanding of evidence-based therapeutic practices.
- Proficiency with electronic health records (EHR) systems (e.g., EPIC).
- Knowledge of local resources for mental health and co-occurring disorders (i.e., Housing, Food, Support groups, etc.).
- Ability to work collaboratively in a multidisciplinary team.
- Effective communication, organizational, and crisis management skills.

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.
- Must be accepting and respectful toward participants 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.