



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: Cultural Wellness Facilitator

OPEN: February 17, 2026

EXEMPT: No

SALARY: (10/11) \$30.42-\$39.35/hr. DOE

SHIFT: Flexible, some weekends and evenings

LOCATION: Lummi SWMS

DURATION: Regular Full-Time

CLOSES: February 23, 2026

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Clinical Manager

VACANCIES: 1

JOB SUMMARY: The Cultural Wellness Facilitator provides culturally grounded, trauma informed therapeutic services within the Secure Withdrawal Management and Stabilization (SWMS) program. This position supports individuals undergoing withdrawal and early stabilization by fostering healing, emotional regulation, cultural connection, and identity restoration rooted in Lummi values, teachings, and traditions.

The Cultural Wellness Facilitator works collaboratively with the interdisciplinary clinical team to enhance holistic care, promote safety and stabilization, and support long-term recovery while honoring tribal sovereignty, cultural protocols, and community strengths.

Initial schedule consists of Monday – Friday, from 8am - 4:30pm. However, scheduling for clinical support positions are designed to support 24/7 program operations and may include weekend coverage and rotating holiday shifts. Schedules are subject to change based on program needs, staffing levels, and operational requirements, once the facility opens.

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

1. Participate in program development, cultural events, and community engagement as requested.
2. Provide outreach services to collaborate with other tribal communities, in preparation of the opening of the facility, providing education and resources.
3. Offer one-on-one and small group healing circles or teachings, as appropriate to the SWMS environment and safety requirements. Documentation of this encounter is required to be completed within 24 hours after meeting with the patient or completion of the group.
4. Conduct comprehensive substance use disorder assessments in EHR, including biopsychosocial evaluations and ASAM (4th Edition) level of care determinations, within 24 hours of patient being admitted into the program as needed.
5. Adapt therapeutic activities to meet the needs of patients experiencing acute withdrawal, co-occurring mental health conditions, and crisis stabilization.
6. Collaborate with clinical staff to integrate cultural goals and update into individualized treatment plans.

7. Document services in accordance with program policies, clinical standards, and applicable regulations. Strict policy of all documentation will be required to be completed within 24 hours of session.
8. Incorporates Lummi teachings, values, and cultural practices into therapeutic activities, in consultation with Tribal Elders, cultural advisors, and program leadership.
9. Support clients in reconnecting with community, nutrition, ancestry, and traditional ways of healing as part of recovery.
10. Support individuals experiencing withdrawal, distress, grief, shame, or disconnection by offering calm presence, emotional support, and cultural reassurance.
11. Participate in interdisciplinary team meetings, and when appropriate, provide cultural perspective and insight.
12. Support CPI/de-escalation efforts through cultural grounding techniques and calming presence when requested and appropriate.
13. Help ensure SWMS services are delivered in a culturally safe, respectful, and trauma informed manner.
14. Support the incorporation of cultural practices into program activities in ways that align with safety, policy, and tribal protocol.
15. Maintain appropriate professional boundaries and adhere to SWMS policies, confidentiality requirements, and safety procedures.
16. Maintain confidentiality and compliance with HIPAA, 42 CFR Part 2, and tribal policies.
17. Perform other related duties as assigned.

MINIMUM QUALIFICATIONS:

- Substance Use Disorder Professional Trainee with valid certification with the WA State Department of Health under Chapter 18.19 RCW.
 - SUDPT Grade 10 \$30.42 – \$34.26
 - SUDP Grade 11 \$34.94 – \$39.35
- Experience with culturally grounded healing practices including traditional foods REQUIRED.
- Associate's degree in counseling, social work, psychology, or a related human services field *preferred*.
- One (1) year experience working with individuals experiencing acute withdrawal, co-occurring disorders, or legal involvement *preferred*.
- Experience with electronic health records, *preferred*.
- Professional experience in Native communities.
- 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 ASAM levels of care and recovery-oriented systems of care.
- 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.
- Familiarity with Indian health Services (IHS), Tribal Health systems, and grant funded programs.

- Ability to establish and maintain supportive, professional relationships with patients, families, and colleagues.
- Ability to maintain boundaries between cultural healing and clinical treatment roles.
- 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.
- Knowledge of substance use disorders, withdrawal management, and trauma informed care.
- Ability to work effectively with individuals in crisis, early recovery, or involuntary treatment settings.
- Ability to work respectfully and effectively within a clinical and secure treatment environment.

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.
- Culturally diverse environment that prioritizes respect, humility and collaboration.

REQUIREMENTS:

- 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 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.

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.