



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:** Nurse Manager

OPEN: February 24, 2026

EXEMPT: Yes

SALARY: (15/16)\$64.56-\$74.16/hr. DOE

SHIFT: Day/Flexible

LOCATION: SWMS

DURATION: Regular Full time

CLOSES: March 09, 2026

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Medical & Executive Director

VACANCIES: 1

JOB SUMMARY: The Nurse Manager provides clinical leadership and oversight for nursing services at ShoqweL Ya' LhaoLh-ew'xw, Lummi Secure Withdrawal Management & Stabilization (SWMS), supporting the health, safety, and wellness of community members receiving withdrawal management and stabilization care. This position ensures nursing services are delivered in a manner that is culturally grounded, trauma-informed, and consistent with the values, traditions, and priorities of the Lummi Nation.

The Nurse Manager is responsible for supervising nursing staff including RNs, LPNs and Patient Care Technicians (PCT). Will coordinate clinical operations and ensure compliance with applicable federal, state, tribal, and accreditation standards. Working in close partnership with medical providers, clinical staff, and tribal leadership, this role supports holistic, patient-centered care that honors dignity, promotes healing, and strengthens recovery for individuals and families.

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

1. Participate in the development, implementation, and review of clinical policies, procedures, and nursing protocols.
2. Provide day-to-day leadership and oversight of nursing services within Lummi SWMS.
3. Supervise, mentor, and support nursing staff, including hiring recommendations, onboarding, performance evaluation, and corrective action as needed.
4. Serve as a rotating Administrator-On-Call (AOC) for the SWMS facility as assigned, with authority to address urgent clinical, operational, staffing, safety, and facility issues.
5. Provide after-hours, weekend, and holiday leadership coverage as needed to ensure continuity of operations in a 24/7 secure medical environment.
6. Provide real-time consultation and direction to clinical, medical, nursing, security, and support staff during emergent situations.
7. Coordinate response to critical incidents, including clinical emergencies, safety events, staffing shortages, regulatory issues, and facility disruptions.

8. Manages RN, LPN and PCT schedules to ensure safe, continuous 24-hour coverage, including oversight of on-call assignments.
9. Approves and coordinates staff leave and time-off while maintaining appropriate staffing levels.
10. Develops and implements staffing contingency plans to address absences, vacancies, or census fluctuations.
11. Collaborates with HR and payroll to ensure accurate records, timekeeping, and staffing compliance.
12. Ensure nursing care is delivered in a culturally responsive, trauma-informed, and patient-centered manner consistent with Lummi Nation values and best practices.
13. Oversee clinical nursing functions related to withdrawal management, medication administration, patient assessment, monitoring, and documentation.
14. Collaborate with medical providers and interdisciplinary team members to coordinate integrated treatment planning and continuity of care.
15. Ensure compliance with tribal, federal, and state regulations, accreditation standards, and organizational policies and procedures.
16. Monitor and promote patient safety, including management of medical emergencies, incident reporting, and infection control practices.
17. Lead and support quality improvement initiatives to enhance patient outcomes, service delivery, and program effectiveness.
18. Serve as a clinical resource and role model, providing guidance and consultation to nursing staff and other team members.
19. Support staff education and professional development related to withdrawal management, behavioral health, cultural humility, and trauma-informed care.
20. Maintain accurate documentation and ensure nursing records meet regulatory and organizational standards.
21. Foster a respectful, supportive, and collaborative work environment that promotes staff well-being and retention.
22. Participate in meetings, committees, and training as required, including coordination with tribal leadership and community partners.
23. Escalate issues to executive leadership as appropriate and ensure timely documentation and follow-up.
24. Support compliance with regulatory, accreditation and Tribal requirements during all hours of operations.

MINIMUM QUALIFICATIONS:

- Current Registered Nurse (RN) license in the State of Washington.
- Associate Degree in Nursing **PLUS**
 - Minimum of five (5) years of clinical nurse experience, including experience in one or more of the following:
 - Withdrawal management or substance use disorder treatment
 - Behavioral health or mental health services
 - Acute care, emergency, or community health nursing
 - AND**
 - Minimum of 2 years of supervisory or leadership experience in a healthcare or clinical setting.
- Bachelor of Science in Nursing **PLUS**
 - Minimum of three (3) years of clinical nurse experience, including experience in one or more of the following areas:

- Withdrawal management or substance use disorder treatment
- Behavioral health or mental health services
- Acute care, emergency, or community health nursing

AND

- Minimum of 2 years of supervisory or leadership experience in a healthcare or clinical setting.
- Basic Life Support (BLS) certification required.
- Substance Use Disorder-related training or certification *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 professional nursing principles, practices, and standards of care applicable to withdrawal management, stabilization services, and behavioral health settings.
- Knowledge of substance use disorders, withdrawal management protocols, medication-assisted treatment, and patient monitoring.
- Knowledge of trauma-informed care, harm reduction principles, and recovery-oriented approaches.
- Skill in clinical leadership, staff supervision, coaching, and performance management.
- Knowledge of applicable federal, state, and tribal regulations, accreditation standards, and confidentiality requirements (e.g., HIPAA, 42 CFR Part 2).
- Skill in assessment, prioritization, and clinical decision-making in a secure and fast-paced treatment environment.
- Ability to respond effectively to medical and behavioral health emergencies.
- Skill in effective communication with patients, families, staff, providers, and leadership.
- Knowledge of quality improvement, risk management, infection control, and patient safety practices.
- Ability to work collaboratively within an interdisciplinary team and across departments.
- Ability to adapt to changing clinical, regulatory, and operational needs.
- Skill in developing, implementing, and evaluating nursing policies, procedures, and workflows.
- Ability to support the mission, values, and sovereignty of the Lummi Nation.

WORK ENVIRONMENT & CONDITIONS:

- Secure detox setting with exposure to clients in acute distress.
- Flexible scheduling may be required, including evenings or weekends.
- Culturally diverse environment that prioritizes respect, humility, and collaboration.

REQUIREMENTS:

- Must pass a pre-employment random drug screen and alcohol test to be eligible and maintain employment, as required by the LIBC Drug and 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.

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.