



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: Substance Use Disorder Professional

OPEN: March 3, 2026

EXEMPT: No

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

SHIFT: Day- flexible

LOCATION: Lummi SWMS

DURATION: Regular Full Time

CLOSES: March 17, 2026

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Clinical Manager

VACANCIES: 3

JOB SUMMARY: The Substance Use Disorder Professional (SUDP) provides trauma-informed, culturally responsive assessment, counseling, and care coordination services for individuals receiving services at the Lummi Nation Secure Withdrawal Management and Stabilization (SWMS) program. This position serves adults admitted voluntarily or involuntarily (including under Washington State involuntary treatment statutes) and works as a core member of a multidisciplinary team to support safe withdrawal, stabilization, and transition to ongoing treatment and recovery supports. The SUDP honors Lummi Nation values, sovereignty, and traditional healing practices while delivering evidence-based SUD services.

Initial schedule consists of Monday – Friday from 8am - 4:30pm. However, scheduling for SUDP positions are designed to support 24/7 program operations and may include weekend coverage 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:

- **SUDP:** Sunday–Thursday *or* Tuesday–Saturday, 8am – 4:30pm or 11:30am – 8pm
- **SUDP (Full-Time or Part-Time):** Thursday/Friday –Sunday/Monday 8am - 4:30pm

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

1. 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.
2. Develop, implement, and update individualized treatment plans in collaboration with patients and the interdisciplinary care team.
3. Provide individual and group counseling using evidence based and culturally responsive practices (e.g., White Bison, MI, CBT informed approaches, relapse prevention).
4. Track and manage involuntary treatment cases, including Ricky's Law/Lummi Mental Health Code Title 47 timelines and compliance requirements.

5. Ensure accurate and timely submission of court reports, treatment updates, and legal documentation.
6. Attend court hearings as needed, daily multidisciplinary Treatment Team (Monday – Friday) staff meetings, and case reviews as required.
7. Deliver crisis intervention, CPI de-escalation, and stabilization support within a secure withdrawal management setting.
8. Assist clients and families in understanding legal processes related to treatment and stabilization for individuals that are on an involuntary hold.
9. Collaborate with nursing, medical providers, peers, court liaisons, tribal healers, and discharge planners to ensure continuity of care.
10. Maintain accurate, timely, and compliant clinical documentation in the electronic health record. This includes documenting all court-related communications and activities in the electronic health record or designated system.
11. Maintain confidentiality and compliance with HIPAA, 42 CFR Part 2, and tribal policies.
12. Integrate Lummi Nation cultural values, traditions, and strengths based approaches into service delivery, in partnership with Tribal Healers and cultural staff.
13. 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).
- At least one (1) year of experience providing SUD assessment and counseling services
 - experience in withdrawal management, residential, or crisis settings preferred.
- Knowledge of ASAM Criteria and Washington State SUD treatment regulations.
- Ability to work effectively with individuals experiencing acute withdrawal, co-occurring disorders, trauma, and legal involvement.
- Strong documentation, communication, and teamwork skills.
- Experience with tribal/non-tribal court systems and procedures, preferred.
- Experience with electronic health records and legal documentation.
- Must possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Commitment to the mission, values, and confidentiality standards of the Lummi Nation.
- Professional experience in Native communities preferred.
- 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).
- Knowledge of mental health codes, RCW and WAC.
- 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.
- Cultural humility and willingness to learn and honor Lummi Nation traditions and practices.
- 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 ENVIROMENT & 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:

- 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 an extensive Criminal Background Check and CAMIS 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.