



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: Peer Support Specialist

OPEN: March 16, 2026

EXEMPT: No

SALARY: (8/9) \$23.05-\$29.82/hr. DOE

SHIFT: Day, flexible

LOCATION: SWMS

DURATION: Regular Full-Time

CLOSES: March 20, 2026

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Clinical Manager/Social Worker

VACANCIES: 1

JOB SUMMARY: The Peer Support Specialist provides culturally grounded, trauma informed peer support services to individuals admitted to the Lummi Nation ShoqweL Ya' LhaoLh-ew'xw Secure Withdrawal Management & Stabilization (SWMS) program, including both voluntary and involuntary admissions (e.g., Ricky's Law). This position draws upon lived experience in recovery to offer hope, encouragement, advocacy, and practical support while honoring Lummi Nation values, traditions, and community wellness practices.

The Peer Support Specialist is a vital member of the multidisciplinary care team and supports participants through early withdrawal, stabilization, engagement in services, and transition planning.

Initial schedule consists of Monday – Friday from 8am - 4:30pm. However, scheduling for Peer Support Specialist 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:

- **Peer:** Monday–Friday, 8:30 a.m.–5:00 p.m.
- **Peer:** Sunday–Thursday *or* Tuesday–Saturday, 7am - 3:30 p.m. or 11:30am – 8pm
- **Peer (Full-Time or Part-Time):** Saturday –Wednesday or Thursday/Friday - Sunday, 7:00 a.m.–3:30 p.m.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

1. Provide individual and group sessions for patients in withdrawal management and stabilization, based on shared lived experience with substance use recovery.
2. Build trusting, respectful relationships with participants during acute withdrawal and stabilization.
3. Assist with discharge planning and warm handoffs to outpatient treatment, residential care, housing, and recovery support. This may include providing transportation (Lummi SWMS vehicle) at discharge.

4. Support clients in reconnecting with community, ancestry, and traditional ways of healing as part of recovery.
5. Document services provided in accordance with program requirements while respecting cultural confidentiality and boundaries. Strict policy of all documentation will be required to be completed within 24 hours of session.
6. Offer emotional support, encouragement, and practical guidance during early recovery.
7. Assist participants in identifying strengths, goals, and personal motivations for healing. Collaborate information to clinical staff to help support patient's voice in their ISP.
8. Participate in interdisciplinary team meetings when appropriate to provide recovery/cultural perspective and insight.
9. Participate in required training, supervision, and team meetings.
10. Deliver crisis intervention, CPI de-escalation, and stabilization support within a secure withdrawal management setting.
11. Maintain appropriate professional boundaries and adhere to SWMS policies, confidentiality requirements, and safety procedures.
12. Maintain confidentiality and compliance with HIPAA, 42 CFR Part 2, and tribal policies.
13. Support culturally responsive, trauma-informed approaches consistent with Lummi Nation values.
14. Provide support to medical and clinical staff as needed to benefit patient's care.

MINIMUM QUALIFICATIONS

- High School Diploma or GED
- Associate's degree in human services or related field, *preferred*
- Completion of the Peer Support certification is *preferred* or completion of this within 6 months of hire.
- Recognized knowledge, training, or lived experience in traditional Indigenous healing practices relevant to the Tribe or Native community served.
- Demonstrated understanding of trauma, substance use, withdrawal, and the impacts of historical and intergenerational trauma.
- Ability to work respectfully and effectively within a medical, clinical and secure treatment environment.
- Experience with electronic health records, *preferred*.
- 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 involuntary treatment laws, including Ricky's Law (Washington State).
- Knowledge of addiction medicine, substance misuse disorders, withdrawal management, and trauma informed care.
- Knowledge of mental health disorders, symptoms and how to navigate to support patient.
- Ability to work effectively with individuals in crisis, early recovery, or involuntary treatment settings.
- Strong oral and written communication skills for interacting effectively with patients, 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.

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 holidays, evenings and 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.