



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: Registered Nurse (Night)

OPEN: March 19, 2026

EXEMPT: No

SALARY: (14/16) \$52.96-\$74.16/hr. DOE

SHIFT: Night/12 hour shifts

LOCATION: SWMS

DURATION: Regular Part Time/Full Time

CLOSES: March 26, 2026

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Nurse Manager

VACANCIES: 6

JOB SUMMARY: The Registered Nurse (RN) provides direct nursing care and clinical support for individuals at Shoqwel Ya' Lhaolh-ew'xw, Lummi Nation's Secure Withdrawal Management and Stabilization (SWMS) facility. The RN delivers 24/7 medically supervised withdrawal management and early stabilization services, including medication administration, health assessments, clinical monitoring, and therapeutic engagement. Care is provided according to individualized treatment plans, evidence-based practices, regulatory standards, and the cultural values of the Lummi Nation.

The RN also leads the 24-hour admission process. This includes reviewing screening referrals for voluntary and involuntary admissions, following established protocols, consulting with the medical provider when necessary, and making admission decisions based on facility policy. The RN completes intake procedures, conducts assessments, and performs required screening questionnaires by phone or in person for all new admissions.

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

Admissions & Intake

1. Coordinate with the interdisciplinary team to support safe, timely admissions and transitions into withdrawal management services.
2. Review screening referrals for voluntary and involuntary admissions, ensuring adherence to clinical protocols and regulatory requirements; consult with the medical provider as needed and make admission decisions in alignment with facility policy.
3. Complete screening questionnaires for new admissions by phone or in person, ensuring all required information is accurate and complete.
4. Lead the full admission process, including intake, clinical assessment, safety screening, and required documentation.

Clinical Care & Monitoring

5. Provide inpatient withdrawal management and medical stabilization services for individuals with substance use disorders.

6. Administer medications, including MOUD and MAT, to voluntary and involuntary patients in accordance with provider orders, clinical protocols, and withdrawal stage.
7. Conduct ongoing clinical assessments and monitoring, including vital signs, withdrawal severity, mental status, and behavioral observations; promptly document and report changes in condition.
8. Recognize and appropriately escalate concerns related to changes in acuity, risk, or safety through the established chain of command.
9. Perform and document diagnostic testing, including urinalysis, laboratory collection, and EKGs; communicate abnormal findings to the medical provider

Documentation, Compliance & Safety

10. Maintain accurate, timely, and complete documentation in the electronic health record.
11. Ensure adherence to HIPAA, 42 CFR Part 2, and routinely review the Washington State Prescription Monitoring Program (PMP) for safety concerns or dual enrollment.
12. Support safe medication management practices, including proper storage, handling, administration, and controlled substance inventory control.
13. Maintain a safe, clean, and therapeutic clinical environment, ensuring equipment and supplies are available and functioning properly.

Therapeutic Support & Patient Education

14. Deliver compassionate, trauma-informed, and culturally responsive care that aligns with the values of the Lummi Nation.
15. Assist medical providers with assessments, procedures, and treatments; prepare clients for examinations and provide education regarding withdrawal management, medications, harm reduction, and the recovery process.
16. Provide crisis intervention and CPI de-escalation within a secure withdrawal management setting, remaining calm and effective during high-acuity or emotionally charged situations.
17. Facilitate RN-led health education groups and provide health education to clients and, when appropriate, families or support persons.

Team Collaboration & Leadership

18. Collaborate closely with the interdisciplinary team to coordinate care, address client needs, and support continuity across levels of care.
19. Participate in staff meetings, clinical trainings, quality improvement activities, and professional development related to nursing practice and addiction medicine.
20. Support onboarding and ongoing staff education related to withdrawal management, de-escalation, medication administration, EHR use, and safety protocols.
21. Serve as Charge RN as assigned based on operational needs.
22. Perform other nursing duties within scope of practice to support program operations and client care.

MINIMUM QUALIFICATIONS:

- Current, unrestricted Washington State Registered Nurse (RN) license.
- Current Basic Life Support (BLS) certification.
- Valid Washington State Driver's License and eligibility for Tribal Insurance.

PREFERRED QUALIFICATIONS

- Clinical experience in inpatient, emergency, hospital, or addiction medicine settings.
- Experience in withdrawal management or substance use disorder treatment.
- Professional experience working in Native communities.
- Lummi/Native American/Veteran preference applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of addiction medicine, mental health practices, and current evidence-based treatment approaches for substance use disorders.
- Excellent oral and written communication skills in dealing with patients, families and multidisciplinary team members.
- Ability to establish and maintain supportive, professional relationships with program participants and their families.
- Ability to independently conduct clinical assessments, implement nursing interventions and accurately document findings.
- Demonstrated competence in foundational nursing skills, principles and standards of care.
- Ability to work in a cross-cultural environment.
- Understanding of the social and cultural context of American Indian/Alaska Native communities, including the impact of historical trauma and the importance of Native cultural values.
- Ability to maintain strict confidentiality in accordance with Lummi Nation policies, HIPAA and 42 CFR Part 2.
- Ability to collaborate professionally with internal staff, external service providers, consultants and other partners involved in patient care.

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 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.