



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: Crisis Outreach Specialist

OPEN: March 26, 2026

EXEMPT: Yes

SALARY: (10) \$30.42-34.26/hr. DOE

SHIFT: Flexible

LOCATION: LNHC

DURATION: Regular Full Time

CLOSES: April 10, 2026

JOB CODE:

DIVISION: HHS

DEPARTMENT: Behavioral Health

SUPERVISOR: Crisis Clinical Manager

VACANCIES: 1

JOB SUMMARY: Crisis Outreach Specialists are mobilized to respond quickly to requests for crisis intervention from police, fire, medics, schools, hospital personnel, community members, and community agencies involved in the crisis. The team manages referrals as well as diagnostic assessment and crisis intervention treatment services. We aim to connect individuals in a mental health or substance use crisis to more treatment options, other than jail or the emergency rooms. We are working to stop the trend of criminalizing mental illness and making sure individuals in mental health crises get the help they need. The LCOT team works throughout Lummi Tribal Lands and the inter-connected communities of Whatcom County where the Lummi people and their families live.

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

1. In response to and cooperation with first responders and other referents (such as police, fire, and medics), perform timely outreach services to individuals needing crisis intervention services, assessment, referral, and linkage to needed services on a 24/7 365-day year basis.
2. As a member of a multi-disciplinary team, provide preliminary multi-axial assessments, chemical dependency assessments, crisis intervention, stabilization, and meaningful engagement for adults referred to LCOT, in the field, and at times at LIBC clinics.
3. Establish and implement a plan to successfully engage clients in relevant services and other resources.
4. As needed, provide follow-up services aimed at establishing linkage to services for program participants.
5. Complete all data collection and documentation required for the LCOT Program and the Behavioral Health Department.
6. Develop and maintain cooperative relationships with programs providing services for the population served.
7. Comply with applicable program research and evaluation procedures.
8. Comply with all agency policies and procedures, and relevant titles of the Washington Administrative Code and Revised Code of Washington.
9. Advocate for clients' access to community resources and services, ensuring that clients' needs are met, and rights maintained; consult and collaborate with community providers to ensure continuity of care.

10. Participate in psychiatric consultation, supervision, program meetings, and in-service training.
11. Participate in clinical reviews, case conferences, and quality assurance measures for clients on caseload.
12. Participate in verbal de-escalation and supportive restraints in emergent situations and be able and willing to assist other staff as needed to maintain a safe, secure environment.
13. Maintain strong connections to the Lummi Nation, its community, and their cultural beliefs and histories.

Clinical Services:

14. Provide culturally congruent and sensitive services.
15. Provide assessment and treatment services using a strength-based approach to address cognitive, behavioral and/or emotional deficits. Use an evidenced based practice therapeutic model in the delivery of services. i.e., Trauma-focused, Cognitive Behavioral Therapy, and Motivational Interviewing practices based on client individual needs.
16. Provide appropriate and timely referral assistance to clients whose needs are beyond the scope of practice and require more specialized services. Referrals will be coordinated with the Behavioral Health Department staff.
17. Provide consultation with client family members and other service providers at Lummi Nation or in the broader community consistent with the client's wishes or needs.
18. Comply with the provisions of Behavioral Health Department for consistency in documentation, programmatic processes, and standardization.
19. Provide support for other team members and their clients during scheduled work hours or when clinicians are on leave.
20. Other duties as assigned.

MINIMUM QUALIFICATIONS:

- Bachelor's Degree in a Health or Social Services field, *preferred*.
- Associates degree, *required* and 3 years experience working with patients with substance use and/or mental health disorder,
- Licensure as a Substance Use Disorder Professional in the State of Washington OR as a Mental Health Professional (e.g., MSW, Psychologist, Counseling) in the State of Washington *preferred*.
- Certified Peer Support Counselor *required*.
- Experience working with AI/AN populations, *preferred*.
- Must possess a valid Washington state driver's license and meet eligible requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Experience and skills in working with mentally ill individuals who are difficult to engage and may resist services.
- Familiar with Recovery Principles, Crisis Intervention and Stabilization, Integrated Treatment of Co-occurring Disorders, Intensive Case Management, Illness Management, Trauma-Informed Treatment, and relevant Evidence-based/Emerging best practices
- Knowledge of Harm Reduction strategies.
- Be able to assess situations quickly and respond appropriately to any type of mental health and/or chemical dependency crisis to ensure the physical and psychological safety of clients.
- Be willing to seek to understand each client's unique circumstances personal preferences and goals and incorporate them into the crisis response to help the client regain a sense of control.
- Assist clients in accessing internal resources to reinforce the client's ability to resolve crises on their own.

- Assist clients in identifying unmet needs that may be causing them to have recurrent crises.
- Have a strong understanding of recovery and resilience, the value of client partnerships and client choice, and the balance between protection from harm and personal dignity.
- Possess strong communication and writing skills.
- Valid Washington state driver's license and insurable driving record.
- Able and willing to provide community outreach anywhere within Lummi Tribal lands and surrounding communities where the Lummi community members and their families may reside.
- Be familiar with a crisis response system, other relevant community resources, and methods of access.
- Ability to communicate and work effectively with staff from various backgrounds.
- Ability to work effectively with clients displaying a wide range of unpleasant and/or bizarre behavior.

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 successful and extensive criminal background check, CAMIS background check. Must have CPR and First Aid certification within 30 days of hire.
- Must have knowledge about HIV/AIDS and sexually transmitted diseases.
- Experience working with Native American children and their families *preferred*.
- Must be accepting and respectful toward clients and staff.

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.