



# 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 Licensed Mental Health Provider (LMHP)

**OPEN:** April 16, 2026

**EXEMPT:** Yes

**SALARY:** (12/13) \$40.10-\$51.92/hr. DOE

**SHIFT:** Flexible

**LOCATION:** LNHC

**DURATION:** Regular Full Time

**CLOSES:** April 30, 2026

**JOB CODE:**

**DIVISION:** HHS

**DEPARTMENT:** Behavioral Health

**SUPERVISOR:** Clinical Lead

**VACANCIES:** 1

**JOB SUMMARY:** The Crisis Licensed Mental Health Provider (LMHP) will work within the Lummi Behavioral Health department to provide individual and group mental health services to community members. The Crisis LMHP will assess, diagnose, and treat mental health issues in adults, adolescents, and children using evidence-based and culturally congruent approaches. The Crisis LMHP is responsible for adhering to the Behavioral Health Manual and maintaining compliance with agency, state, and federal regulations. This position requires flexibility in work hours to meet the needs of the community. The Crisis LMHP is a member of a Lummi Crisis outreach team with the ability to respond to and provide crisis services in the community (e.g., homes, schools, and shelters). The Team serves adults, adolescents, and children who are experiencing a behavioral health (mental health and/or substance use) crisis regardless of their funding source. The Crisis team offers short-term crisis intervention and prevention services utilizing strength-based, solution-focused, culturally congruent, trauma-informed, and recovery-oriented interventions.

**ESSENTIAL JOB DUTIES AND RESPONSIBILITIES** *The duties include, but are not limited to:*

1. Provide crisis intervention services to persons of all ages experiencing acute behavioral health issues, stabilizing crises on-site whenever possible, and using a variety of intervention options, including referrals to outpatient services or urgent psychiatric evaluations.
2. Participate in a rotating 24/7 on-call crisis response schedule, conducting initial crisis assessments, safety risk evaluations, and outreach as needed.
3. Provide individual mental health treatment using a strength-based approach to address cognitive, behavioral, and emotional deficits.
4. Deliver culturally sensitive and tailored treatment services to meet the diverse needs of patients.
5. Utilize evidence-based therapeutic models such as Trauma-Focused Therapy, Cognitive Behavioral Therapy, and Motivational Interviewing, adjusting approaches to suit each patient.
6. Identify when patients require specialized services outside the clinician's scope of practice and make timely, appropriate referrals in coordination with the Behavioral Health Director and Clinical Supervisor.

7. Consult with patients' family members and other service providers on or off the Reservation as needed, consistent with the patient's wishes.
8. Educate patients and families on mental health conditions and available resources.
9. Communicate effectively with staff, patients, families, and external providers.
10. Provide peer support to other clinicians as needed.
11. Attend and contribute to clinical team meetings and supervision sessions.
12. Maintain timely and accurate documentation in the electronic health record (EHR), including assessments, treatment plans, progress notes, and discharge summaries, adhering to agency, state, and federal regulations.
13. Adhere to HIPAA, CFR42, and Behavioral Health Manual guidelines.
14. Display a commitment to ethical and equitable care practices.
15. Adapt to program needs, including evening and weekend availability, to ensure accessible care.
16. Refer patients for medication management services when necessary.
17. Perform other duties as assigned.

**MINIMUM QUALIFICATIONS:**

- Master's degree in Psychology, Counseling, Social Work, or a related behavioral health field from an accredited institution.
- Active Washington State licensure as a Mental Health Counselor, Clinical Social Worker, or Marriage and Family Therapist. Associate licensure *required*; full licensure *preferred*.
- Three years experience working with patients with substance use and/or mental health disorder.
- Experience working with AI/AN populations *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:**

- Ability to learn on the job and willing to participate in relevant job training opportunities as identified and remains compliant with required training and certifications.
- Knowledge of guidelines for reporting as required by Federal, State, Local, and Tribal regulations, or laws.
- Ability to maintain strict confidentiality in all work-related areas, process all patient information and activities in a confidential manner consistent with the HIPAA and Lummi Nation's Policies.
- Ability to develop professional relationships with relatives of patients and involve them as appropriate in the patient's treatment.
- Ability to develop appropriate and professional relationships with other services providers, consultants and case managers.
- Ability to communicate effectively both orally and in writing.

**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.
- Must be accepting and respectful toward patients 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](mailto: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.