



# 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:** April 16, 2026

**CLOSES:** April 30, 2026

**EXEMPT:** Yes

**JOB CODE:**

**SALARY:** (9/11) \$26.48-\$39.35/hr. DOE

**DIVISION:** HHS

**SHIFT:** Flexible

**DEPARTMENT:** Behavioral Health

**LOCATION:** LNHC

**SUPERVISOR:** Clinical Lead

**DURATION:** Regular Full-Time

**VACANCIES:** 1

**JOB SUMMARY:** The Substance Use Disorder Professional (SUDP) works as part of a collaborative outpatient behavioral health team, providing integrated substance use treatment alongside mental health counselors, case managers, peer specialists and other clinical staff. This role focuses on conducting assessments, developing individualized treatment plans, facilitating counseling services, and coordinating care to support patients with co-occurring needs. The SUDP contributes to a holistic, culturally responsive treatment environment that honors patient strengths, promotes recovery, and aligns with organizational and regulatory standards.

### **ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:**

1. Provide individual, group, and family counseling to patients with substance use disorders, supporting recovery through evidence-based, trauma-informed and culturally responsive approaches.
2. Conduct comprehensive SUD assessments using ASAM criteria, DSM-V and validated screening tools (e.g., SASSI, MAST, DAST, Opioid tools) to determine diagnosis and level of care.
3. Develop individualized treatment plans that integrate patient goals, cultural considerations and tribal healing practices and community resources.
4. Support patients with co-occurring mental health needs by coordinating care with mental health counselors and participating in shared treatment planning.
5. Collaborate closely with mental health clinicians, case managers, peer support specialists and medical providers to ensure integrated, whole-person care.
6. Facilitate referrals to internal and external services, including psychiatric care, primary care, medication management and community support programs.
7. Communicate effectively with patients, families and interdisciplinary team members to promote engagement, understanding and continuity of care.
8. Work with tribal departments, schools, courts, probation services and other community partners to support patient progress and treatment compliance.
9. Deliver services that honor cultural identity, traditions and patient preferences.
10. Integrate tribal healing practices and culturally relevant community resources into treatment plans when appropriate.
11. Demonstrate a commitment to equitable, ethical and culturally grounded care.

12. Maintain accurate, timely documentation in the electronic health record (EHR), including assessments, treatment plans, progress notes and discharge summaries.
13. Ensure all documentation meets agency, state and federal standards, including HIPAA, CFR42 and WAC requirements.
14. Submit required monthly reports to clinical supervisors and behavioral health leadership.
15. Participate in multidisciplinary team meetings, case consultations and care coordination discussions to support integrated treatment.
16. Attend weekly staffing meetings and engage in ongoing professional development to enhance clinical skills and program quality.
17. Provide support, training, or consultation to other staff members as needed to strengthen the department's overall service delivery.
18. Adapt to evolving program needs, including occasional evening or weekend availability to support patient access.
19. Other duties as assigned,

### **MINIMUM QUALIFICATIONS**

- Associate of Arts (AA) Degree. Bachelor's degree in human services, Psychology, Social Work, or a related field *Preferred*.
- Washington State licensure as a Substance Use Disorder Professional
- Five (5) years experience as a Substance Use Disorder Professional *Preferred*.
- One (1) year of supervisory or leadership experience as SUDP *Preferred*.
- Experience with tribal/non-tribal court systems and procedures *Preferred*.
- Experience with electronic health records *Preferred*.
- 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:**

- Cultural competence and sensitivity, with an emphasis on understanding historical trauma in Native communities. Understand the community's traditional beliefs, values, and practices.
- Ability to work as a member of a team and maintain positive relationships with co-workers and other agencies.
- Communication and listening skills to develop rapport with patients.
- Ability to build partnerships with stakeholders across multiple organizations and systems locally and nationally.
- Ability to facilitate individual, family, and group encounters
- Organizational skills.
- Computer skills and reports writing skills and be able to learn on the job and willing to participate in relevant job training opportunities as identified.
- Ability to always maintain strict confidentiality in compliance with HIPAA regulations.
- Strong understanding of evidence-based therapeutic practices.
- Proficiency with electronic health records (EHR) systems (e.g., EPIC).
- Knowledge of local resources for mental health and co-occurring disorders (i.e., Housing, Food, Support groups, etc.).
- Ability to work collaboratively in a multidisciplinary team
- Effective communication, organizational, and crisis management skills

**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 be accepting and respectful toward patients and staff.
- Must be flexible and able to work nights and weekends.

**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.