



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:** Lead Security

****Re-Advertise****

OPEN: April 20, 2026

EXEMPT: Yes

SALARY: (10/11) \$30.42-\$39.35/hr. DOE

SHIFT: Day/Flex

LOCATION: SWMS

DURATION: Regular Full-Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Operations Manager

VACANCIES: 1

JOB SUMMARY: The Lead Security Officer oversees security operations within Shoqwel Ya' Lhaolh-ew'xw, the Lummi Nation's Secure Withdrawal Management & Stabilization (SWMS) facility to ensure the safety and security of patients, staff, visitors, and property. This role provides day-to-day leadership to security staff, supports enforcement of facility policies and procedures, and maintains a secure, structured, and therapeutic environment.

The Lead Security Officer coordinates security coverage, responds to incidents and emergencies, and works closely with clinical, facilities, and administrative teams to support program operations. The position requires strong leadership, sound judgment, and the ability to manage challenging situations using trauma-informed and culturally respectful approaches aligned with Lummi Tribal values and community standards.

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

1. Lead and supervise daily security operations within the SWMS facility to ensure the safety of clients, staff, visitors, and property.
2. Provide day-to-day guidance, oversight, and support to security staff, including shift coordination and coverage.
3. Serve as the facility's lead for Crisis Prevention Institute (CPI) programming, including coordinating and facilitating initial and annual CPI trainings for all facility staff to ensure competency in de-escalation techniques, safe physical interventions, and restraint procedures.
4. Lead and coordinate weekly safety and emergency response drills (e.g., code response, elopement, fire, medical emergency, behavioral escalation) to ensure staff preparedness and regulatory compliance.
5. Act as Chair or Lead Representative on facility Safety Committees, promoting a culture of safety, accountability, and continuous quality improvement.

6. Participate in multidisciplinary review of all restraint events, including documentation audits, policy adherence, debrief facilitation, and identification of trends or improvement opportunities.
7. Monitor compliance with Tribal, state, federal, and accreditation standards related to crisis intervention, use of force, and client safety.
8. Provide coaching and real-time guidance to staff during crisis events to ensure safe, trauma-informed, and least-restrictive interventions.
9. Monitor facility access, conduct security rounds, and ensure compliance with safety and security protocols.
10. Maintain a safe, structured, and therapeutic environment that supports client stabilization and recovery.
11. Respond promptly and effectively to security incidents, emergencies, and behavioral crises, using de-escalation and trauma-informed approaches.
12. Enforce facility rules, policies, and procedures in a fair, respectful, and culturally responsive manner.
13. Collaborate closely with clinical, nursing, facilities, and administrative staff to support program operations and client safety.
14. Assist with client intake and management of belongings.
15. Observe, document, and report incidents, safety concerns, and unusual activities accurately and in a timely manner.
16. Assist with client movement, counts, and monitoring, as required in a secure withdrawal management setting.
17. Ensure proper operation and monitoring of security systems, including cameras, alarms, and access controls.
18. Provide training, mentoring, and coaching to security staff on safety procedures, emergency response, and professional conduct.
19. Participate in emergency preparedness planning, drills, and response activities.
20. Maintain confidentiality and comply with HIPAA, CFR 42 pt 2, Tribal privacy standards, and program policies.
21. Promote a culturally respectful environment aligned with Lummi Tribal values and traditions.
22. Assist with observed Urine Drug Screening as needed.
23. Perform other related duties as assigned to support facility safety and operations.

MINIMUM QUALIFICATIONS:

- High school diploma or GED required;
- Associate degree in Security Management, Criminal Justice, or a related field preferred
- Four years of experience in law enforcement, security operations, emergency response, private security, or a combination of these areas equivalent to.
- Two years of experience leading and supervising a team, effectively managing security operations and staff.
- Two years of experience in Health and Safety programming and compliance preferred
- Two years of experience in crisis management, emergency response, or safety protocol implementation.
- Two years of experience developing, implementing, and training staff in safety protocols and emergency response procedures,
- Two years of experience working with computer database programs and office functions
- De-escalation and restraint training required or willing to obtain in the first 90 days of employment.
- Current CPR/BLS and First Aid certification, or ability to obtain within 90 days of hire.

- Experience working with individuals experiencing substance use disorders, mental health conditions, or behavioral health crises strongly preferred.
- Must possess a valid Washington State driver's license and meet eligibility requirements for tribal insurance,
- Lummi/Native/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Must maintain strict confidentiality at all times.
- Knowledge of security operations and procedures in a healthcare, residential, or secure treatment setting.
- Knowledge of safety, emergency response, and crisis management protocols, including fire, medical, and behavioral emergencies.
- Knowledge of de-escalation techniques and trauma-informed approaches to managing challenging behaviors.
- Knowledge of facility policies, access control, and incident reporting procedures.
- Understanding of confidentiality requirements, including HIPAA, CFR 42 pt 2, and Tribal privacy standards.
- Awareness of Tribal values, cultural practices, and community standards relevant to providing respectful and culturally responsive services.
- Strong leadership and supervisory skills, including staff guidance, coaching, and performance support.
- Effective communication skills, both verbal and written, for clear reporting and coordination with staff and leadership.
- Strong decision-making and problem-solving skills, particularly in high-pressure or emergency situations.
- Ability to maintain professional boundaries, confidentiality, and ethical conduct at all times.
- Ability to meet the physical demands of the position, including standing, walking, and responding to facility needs.

WORK ENVIRONMENT & CONDITIONS:

- Secure detox setting with exposure to clients in acute distress.
- Flexible scheduling may be required, including evenings or weekends.
- Culturally diverse environment that prioritizes respect, humility, and collaboration.
- Exposure to biohazard, bodily fluids and airborne particles.

REQUIREMENTS:

- Must pass a pre-employment random drug screen and alcohol test to be eligible and maintain employment, as required by the LIBC Drug and Alcohol-Free Workplace Policy.
- Position requires Criminal Background Check.
- Ability to move around area with occasional sitting. Lifting/carrying: Frequent up to 10 lbs. Occasional up to 50 lbs.
- Ability to occasionally push/pull up to 50 lbs. force.
- Ability to occasionally reach/ bend/ stoop/ squat/ crouch/ kneel/ grasp.

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.