



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: SUDP

KQV Pallet homes

OPEN: June 22, 2026

EXEMPT: No

SALARY: (13) \$46.10- \$51.92/hr. DOE

SHIFT: Day

LOCATION: KQV Pallet Homes

DURATION: Regular Full Time

CLOSES: Until Filled; 1st Review 7/8/26

JOB CODE:

DIVISION: Health & Human Services

DEPARTMENT: Policy

SUPERVISOR: Health Housing Manager

VACANCIES: 1

JOB SUMMARY: The Substance Use Counselor will provide clinical services to guests of the Low barrier units at Kwensot Kelot Village. The individual must be a licensed professional who holds clinical Substance Use Disorder Professional credentials. The duties include screening, intakes and clinical assessment. Will coordinate comprehensive wrap around services for guests suffering from substance use disorders and experiencing co-occurring mental health issues. This position will support clients in active addiction and recovery, meeting them where they are and provide education on harm reduction, motivational interviewing, role modeling and empathetic support. Other duties include providing clinical practice guidance and supervision for any Kwensot Kelot licensed, associate licensed clinicians and peer counselors. Will conduct liaison with crisis outreach staff from Lummi Behavioral Health and CARE and emergency responders for safe resolution to guest crisis's regarding SUD or mental health episodes when necessary. The provider will ensure administrative reporting and documentation meets the required professional standards to support accurate representation of guest's levels of care and clinical records. This position requires the provider to be flexible with work hours based on the services needed within the department and Lummi Nation. The SUDP will work in accordance with Lummi standards of care and Washington Administrative Codes (WACS) and utilizes a therapeutic approach of being empathetic, respectful and motivational whilst encouraging clients to take responsibility for their lives.

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

1. Provide substance use screening and assessments or refer to a licensed agency.
2. Develop and implement Health Housing guest safe residence plans, provide clinical
3. 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.
4. support, case management referral and coordination with other care providers as necessary.
5. Assessment – Gather data from the guest and other sources; analyze and interpret the data to identify client strengths, weaknesses, and needs.
6. Goal Planning – Collaborate with the guest identifying and prioritizing problems, goals, and plans to help overcome homelessness and habilitation.

7. Education – Provide guests and their families with information about homelessness, substance abuse, co-occurring disorders, treatment, recovery, and resources.
8. Crisis management – Respond to guest needs during extreme distress or emergencies.
9. Case Management – Coordinate with guests and resources that support identified needs and goals.
10. Consultation – Relate with professionals regarding guests who are patients in health services treatment and services to assure comprehensive and continuity of care.
11. Prepare for and participate in individual and group supervision and Health Housing clinical staff meetings.
12. Provide appropriate and timely referral assistance to guests whose needs are beyond the scope of practice and require more specialized services.
13. Provide consultation with guest family members and other service providers in the broader community consistent with the client’s permissions, wishes or needs.
14. Be familiar and comply with and follow Kwensot Kelot Policies and Procedures and Lummi Standards of Care, which include but not limited to any applicable State and Federal laws and requirements.
15. Provide clinical practice supervision and direction for certified peer support counselors and crisis outreach response staff.
16. Manage overall demands of Kwensot Kelot crisis outreach supports to include, but not limited to, applicable leave requests/coverage, schedule changes, stress management, workplace atmosphere, and time management.
17. Provide clinical support to guests in crisis, triage with LTHC and BH, CARE LCS clinical staff as needed.
18. Assist the Kwensot Kelot program manager in the development and preparation of departmental work plans pertaining to co-occurring services, clinical oversight of peer support, clinical trainees and program crisis response.
19. Work with the Kwensot Kelot program manager to develop additional programming around serving guests in crisis
20. Meet continuing education and other requirements to maintain professional licenses related to the position.
21. Review and sign-off on clinical records of supervisees, ensuring these reflect identified medical necessities and fidelity for processing billing claims.
22. Perform other duties and assignments as requested by the Kwensot Kelot Manager.

MINIMUM QUALIFICATIONS:

- Washington State Substance Use Disorders Professional (SUDP) certification and license co-occurring counseling experience *preferred*
- Must have at least 3-5 years working with Crisis clients and have de-escalation skills.
- Must have experience working with highly vulnerable population and motivational skills
- 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:

- Ability to remain calm and effective in high-pressure, fast-paced environments
- Skill and experience in working with: A wide range of emotional and behavioral problems in adults.

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.
- Complete HIV/AIDS and Airborne Pathogens 8 h-hour training or willing to take next available class.
- Must have CPR and First Aid certification within 30 days of hire.
- Must be accepting and respectful toward clients 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 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.