



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000
'Working together as one to Preserve, Promote and Protect our ScheLangen'

JOB ANNOUNCEMENT

JOB TITLE: Certified Nursing Assistant

OPEN: July 09, 2026

EXEMPT: No

SALARY: (8/10) \$23.05-\$34.26/hr. DOE

SHIFT: Day/Evening/Night

LOCATION: Lummi SWMS

DURATION: Regular Full Time/Part Time

CLOSES: July 22, 2026

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Nurse Manager

VACANCIES: 9

JOB SUMMARY: The Certified Nursing Assistant (CNA) provides direct patient care and clinical support to patients admitted to ShoqweL Ya' LhaoLh-ew'xw, the Lummi Nation's Secure Withdrawal Management and Stabilization (SWMS) program. Under the direction of licensed nursing and medical providers, the CNA supports medical monitoring, basic clinical care, and therapeutic engagement for patients experiencing substance withdrawal and early stabilization. This role plays a critical part in promoting safety, dignity, and recovery through trauma-informed, culturally responsive, and patient-centered care.

Initial schedule consists of Monday – Friday from 8 am - 4:30 pm. However, scheduling for the CNA is designed to support 24/7 program operations and will include weekend coverage and rotating holiday shifts. Schedules are subject to change based on program needs, staffing levels, and operational requirements:

Day, evening, and night shifts are available to start after facility opening.

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

1. Obtain and document vital signs, withdrawal assessments as delegated, and other routine clinical observations in accordance with program protocols.
2. Monitor patients for changes in physical, mental, or emotional condition and promptly report concerns to the registered nurse or provider through the established chain of command.
3. Assist patients with activities of daily living (ADLs), hygiene, nutrition, hydration, and comfort measures during withdrawal and stabilization.

4. Provide supportive presence and therapeutic engagement to patients, promoting emotional regulation, trust, and participation in treatment and recovery activities.
5. Support a safe and therapeutic environment by observing patient behavior, identifying early signs of escalation or distress, and utilizing trauma-informed de-escalation techniques.
6. Assist nursing staff with clinical and intake tasks as delegated and within scope of training, including specimen collection (e.g., urine drug screens), room preparation, and performing EKG's.
7. Accurately document observations, interventions, and patient interactions in Epic, and other required systems in compliance with HIPAA and 42 CFR Part 2.
8. Deliver crisis intervention, CPI de-escalation, and stabilization support within a secure withdrawal management setting.
9. Collaborate with the interdisciplinary treatment team to support continuity of care and individualized treatment planning.
10. Participate in shift handoffs, staff meetings, and required trainings related to patient care, safety, and addiction recovery.
11. Maintain cleanliness of clinical areas, equipment, and patient rooms to support infection prevention and safety standards.
12. Deliver crisis intervention, CPI de-escalation, and stabilization support within a secure withdrawal management setting.
13. Provide culturally responsive care that respects tribal values, traditions, and community context and incorporates an understanding of historical trauma.
14. Perform other patient care duties as assigned within role scope and program needs.

MINIMUM QUALIFICATIONS:

- Nursing Assistant Certified in Washington State- required
- Experience working with adults with substance use disorders or mental health conditions, *preferred*
- Current Basic Life Support (BLS) certification required or completion within 30 days of hire.
- Meets requirements for Agency Affiliated Counselor (AAC) registration.
- Lummi/Native American/Veteran preference policy applies.

PHYSICAL REQUIREMENTS:

While performing the duties of this job, the employee is occasionally required to kneel, crouch, stoop, balance; climb stairs. The employee is regularly required to: stand, walk, and sit for long periods of time; use hand to finger coordination, handle or feel objects, tools, or controls; reach with hands and arms; talk or hear. The employee must be able to lift and/or move up to 50 pounds. Specific vision abilities are required including close vision, peripheral vision, depth perception and the ability to adjust and focus. The employee must be able to safely physically transfer patients

KNOWLEDGE, ABILITIES AND SKILLS:

- Basic knowledge of medical and behavioral health conditions related to substance use disorders and withdrawal.

- Ability to obtain accurate vital signs and recognize concerning changes in client condition.
- Strong observational, communication, and documentation skills.
- Ability to provide compassionate, nonjudgmental, and trauma-informed care.
- Ability to establish supportive, professional relationships with clients in early recovery.
- Ability to work effectively under the direction of licensed nursing staff and within an interdisciplinary team.
- Strong teamwork skills with the ability to communicate and coordinate across disciplines.
- Proficiency with electronic documentation systems and basic computer applications.
- Ability to work in a cross-cultural environment with respect for American Indian/Alaska Native cultural values and traditions.
- Commitment to maintaining strict confidentiality in accordance with HIPAA, 42 CFR Part 2, and Lummi Nation policies.
- Ability to remain calm and effective in high-acuity or emotionally charged situations.

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 criminal background check.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to:

<https://www.lumminsn.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.