



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: Security Guard

****Re-Advertise****

OPEN: September 2, 2026

EXEMPT: No

SALARY: (8-9) \$24.46-\$29.82/hr.

SHIFT: Swing

LOCATION: SWMS

DURATION: Regular Full Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Security Lead

VACANCIES: 1

JOB SUMMARY: The Security Guard supports 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. Under the direction of the Security Lead, this position helps maintain a safe, structured, and therapeutic environment through routine patrols, monitoring of facility activity, enforcement of facility policies and procedures, and timely response to safety concerns and emergencies.

In addition to security responsibilities, the Security Guard supports daily program operations by assisting staff, promoting patient comfort and safety, and engaging respectfully with patients in a culturally responsive and trauma-informed manner. This position works collaboratively with the interdisciplinary treatment team to support de-escalation efforts, patient supervision, transports, admissions, and overall facility operations while maintaining professional boundaries and security standards within a secure withdrawal management setting.

Scheduling for Security Guard positions are designed to support 24/7 program operations and will include weekend coverage, on call rotation and rotating holiday shifts. Schedules are subject to change based on program needs, staffing levels, and operational requirements.

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

1. Maintain the safety and security of patients, staff, visitors, and property within the SWMS facility and surrounding grounds.
2. Conduct routine patrols of the SWMS facility to monitor for safety concerns, unauthorized activity, environmental hazards, and security risks.
3. Monitor and authorize entrance and departure of employees, patients, visitors, vendors, and other individuals in accordance with facility policies and procedures.
4. Support a safe, structured, trauma-informed, and therapeutic environment through professional, respectful, and culturally responsive interactions with patients and staff.

5. Assist staff with patient supervision, admissions, transports, wellness checks, unit activities, and other operational needs while maintaining appropriate security boundaries.
6. Provide crisis intervention, CPI de-escalation, and behavioral support within a secure withdrawal management setting.
7. Respond appropriately to emergencies, safety incidents, behavioral escalations, and facility concerns following SWMS policies, procedures, and chain of command.
8. Support enforcement of facility rules, patient rights, visitor guidelines, and safety procedures in a respectful and professional manner.
9. Prepare accurate and timely documentation, incident reports, transport logs, and daily activity reports related to security operations and unusual occurrences.
10. Observe and report safety hazards, property damage, maintenance concerns, suspicious activity, and policy violations to appropriate leadership.
11. Inspect security equipment, doors, alarms, cameras, and related systems to ensure proper operation and report malfunctions as needed.
12. Collaborate with the interdisciplinary treatment team to support patient safety, staff support, and daily facility operations.
13. Maintain confidentiality and protect sensitive patient and organizational information in accordance with HIPAA, 42 CFR Part 2, and applicable tribal, state, and federal regulations.
14. Support culturally grounded and trauma-informed care practices consistent with Lummi Nation values and the mission of SWMS.
15. Participate in required trainings, drills, staff meetings, and professional development activities.

MINIMUM QUALIFICATIONS:

- High School Diploma or GED
- Two (2) years of experience in security, healthcare, behavioral health, corrections, social services, or related field
- Experience in a withdrawal management, residential treatment, or secure facility setting *preferred*
- Must possess or obtain Security Guard Training Certification within twelve (12) months of hire
- Training or experience in trauma-informed care, crisis intervention, CPI/de-escalation, or culturally responsive services preferred or willing to obtain within 90 days of hire
- 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:

- Knowledge of security practices, safety procedures, and emergency response protocols.
- Ability to maintain a safe, structured, and therapeutic environment within a secure withdrawal management setting.
- Ability to interact professionally, respectfully, and compassionately with patients, staff, visitors, and community partners.
- Knowledge of or willingness to learn trauma-informed care, crisis intervention, CPI/de-escalation techniques, and culturally responsive practices.
- Ability to remain calm, make sound decisions, and respond appropriately during emergencies, behavioral incidents, or crisis situations.
- Ability to work collaboratively as part of an interdisciplinary team while maintaining professional boundaries.
- Ability to observe, assess, document, and report safety concerns, incidents, and unusual occurrences accurately and timely.
- Basic computer, written communication, and documentation skills.

- Ability to maintain strict confidentiality in accordance with HIPAA, 42 CFR Part 2, and applicable tribal, state, and federal regulations.
- Ability to work independently with minimal supervision and adapt to changing operational needs.
- Requires flexible scheduling, including evenings, weekends, holidays, rotating shifts, and on-call coverage as needed to support 24/7 operations.
- Knowledge of tribal cultural values, traditions, and community resources preferred.

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.
- Position requires extensive Criminal Background Check.
- Must be reliable and dependable
- HIV/AIDS and Airborne pathogens 8-hour training or willing to take next available training.
- Current and valid CPR/First Aide with certification required annually.
- Must be willing to travel for training and professional development.

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.