



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: Staff Attorney I – ICW
Office of the Reservation Attorney (ORA)

OPEN: September 22, 2026

EXEMPT: Yes

SALARY: (12) \$40.14-\$45.20/hr. DOE

SHIFT: Days

LOCATION: Tribal Administration

DURATION: Regular Full Time – Grant Funded

CLOSES: Until Filled; First Review 10/7/26

JOB CODE: 225

DIVISION: Legal

DEPARTMENT: ORA

SUPERVISOR: Legal Director

VACANCIES: 1

JOB SUMMARY: Staff Attorney I – ICW works within the Office of the Reservation Attorney under the supervision of the Legal Director or Designee. Duties may include representing the Nation in Tribal Court and state court proceedings involving Lummi children and youth and other staff attorney duties as assigned. Job performance is evaluated by the Legal Director or his/her designee.

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

1. Represent the Lummi Nation in tribal, federal, and state forums on matters relating to Lummi children and youth, including juvenile dependency and guardianship cases.
2. Participate as team member and attend meetings regarding dependency, guardianship, delinquency, youth at risk, and truancy cases as needed.
3. Represent the Nation in Tribal Court, state court and appeals courts on child welfare matters, family wellness court matters, criminal offenses, traffic, environmental and natural resources violations, and civil forfeiture and exclusion proceedings as periodically requested.
4. Assist in grant writing to develop funding for matters involving children and youth.
5. Assist in development of new and amended codes working with staff, commissions, LIBC and General Council as required.
6. Complete legal research and writing necessary for the preparation of complaints, petitions, motions, pleadings, and other court documents, and follow up on all assigned cases.
7. Maintain case and research files according to established office systems and follow general office procedures.
8. Continue professional development, including continued legal education and/or training in the area of Indian Law, or other issues relevant to job duties.
9. Travel locally and out of state as necessary to represent the Lummi Nation as approved in accordance with the Lummi Nation's policies and procedures.
10. Participate and/or volunteer in the Lummi community, sometimes outside of normal work hours.
11. Participate in meetings, sometimes outside of normal work hours.

MINIMUM QUALIFICATIONS:

- Graduate of an accredited law school and member in good standing of the Washington State Bar Association.

- Member of the Lummi Nation Tribal Court Bar or able to obtain admission within 30 days.
- One year of experience as an attorney, *preferred*.
- Courtroom experience, *preferred*.
- Knowledge of Indian Child Welfare Act, *preferred*.
- Lummi/Native American/Veteran preference policy applies.
- Must possess a valid Washington State driver's license and meet eligible requirements for tribal insurance.

KNOWLEDGE, ABILITIES, AND SKILLS: Demonstrate ability to satisfy the following requirements; commensurate knowledge/experience may be substituted for a requirement where appropriate.

- Good working knowledge of tribal, federal and state law pertaining to Indians.
- Knowledge of laws related to child welfare and dependency proceedings.
- Code and regulation writing experience, preferred.
- Excellent legal research, writing and oral communication skills and the ability to prepare legal memoranda and pleadings, as required and in accordance with tribal, federal, and state court rules.
- Excellent judgment and decision-making capabilities.
- Ability to deal with people in highly emotional situations, and ability to communicate well with people of all ages in a clear and informative manner.
- Ability to establish and maintain effective working relationships with Tribal officials, supervisor, fellow employees, Tribal members and the general public.
- Ability to manage highly confidential information with professionalism and unquestionable integrity and maintain strict confidentiality at all times.
- Ability to work cooperatively as a team member within the Office of the Reservation Attorney.
- Working knowledge and understanding of the Indian community and its people, including traditions and customs.

REQUIREMENTS:

- Must pass pre-employment checks and random drug and alcohol tests, 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 thereof subject to an extensive Criminal Background Check and CAMIS Check.
- Must be dependable, trustworthy, maintain confidentiality and be able to work flexible hours.
- Must have knowledge working with families in crisis, at-risk youth and families involved with community services.
- Must be able to work in a flexible, high-stress environment with a patient, easy-going personality.
- Must be able to articulate knowledge of and/or experience in the Lummi culture and community and the role of culture in the tribal healing process.

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.