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: Licensed Mental Health Provider

OPEN: November 13, 2026
EXEMPT: Yes
SALARY: (12/13) $40.14-$51.92/hr. DOE
SHIFT: Days/Flexible
LOCATION: SWMS
DURATION: Regular Full Time

CLOSES: Until Filled
JOB CODE:
DIVISION: Policy
DEPARTMENT: SWMS
SUPERVISOR: Clinical Manager
VACANCIES: 1

JOB SUMMARY: The Licensed Mental Health Provider (LMHP) provides direct clinical and case management support to individuals receiving services at ShoqweL Ya' LhaoLh-ew'xw, Lummi Nation's Secure Withdrawal Management and Stabilization. This role also includes supervising and supporting Peer Support Staff to ensure high-quality, culturally responsive, trauma-informed services. The Licensed Mental Health Provider (LMHP) works collaboratively with multidisciplinary teams to promote healing, stability, and wellness within the facility, so that they can promote a solid foundation of their recovery.

Scheduling for Licensed Mental Health Provider (LMHP) positions are designed to support 24/7 program operations and may include weekend coverage 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.

DIRECT SERVICE
1. Conduct necessary evaluations and assessments.
2. Develop service plans and monitor patient's progress
3. Provide crisis intervention, referrals, and care coordination
4. Maintain timely and accurate documentation in accordance with program, tribal, and funding requirements. Strict 24-hour policy for documentation.
5. Advocate for patients and connect them to community resources
6. Provide groups to patients for skill building (CBT, DBT, ACT) and evidence-based services with a trauma informed approach.
7. Deliver crisis intervention, CPI de-escalation, and stabilization support within a secure withdrawal management setting
8. Crisis Intervention – including creation of a Safety plan and supporting implementation

SUPERVISION OF PEER SUPPORT STAFF
1. Provide regular supervision, coaching, and professional development for Peer Support Staff
2. Support Peer Support Staff in maintaining appropriate boundaries, ethics, and documentation practices
3. Assign caseloads and monitor service delivery and outcomes

4. Facilitate team meetings and case consultations
5. Support onboarding, training, and performance evaluations of Peer Support Staff
6. Promote wellness, resilience, and burnout prevention among staff

COLLABORATION AND COMMUNITY ENGAGEMENT

1. Collaborate with behavioral health providers, medical staff, courts, and community partners
2. Participate in multidisciplinary team meetings and care coordination efforts
3. Engage in culturally grounded practices and support community-based healing approaches
4. Represent SWMS at meetings, trainings, and community events as needed

MINIMUM QUALIFICATIONS:

- Master's degree in Social Work, Psychology, Counseling, Behavioral Science from an accredited college or university.
- Valid and current Washinton State licensure as a LCSW or LMSW or LMHC, or LMFT, ***required***.
- Minimum of three (3) years of clinical experience in social services, behavioral health, child welfare or case management ***required***;
- experience in withdrawal management, residential, or crisis settings *preferred*.
- Minimum of one (1) year of experience in a leadership, or mentoring role, *required*.
- Experience with tribal/non-tribal court systems and procedures, *preferred*.
- Must possess a valid Washington State driver's license and meet eligibility requirements for tribal insurance.
- Professional experience in Native communities preferred.
- 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 addiction medicine, mental health practices, and current evidence-based treatment approaches for substance use disorders.
- Ability to make psychosocial assessments and develop and implement care plans
- Knowledge of involuntary treatment laws, including Ricky's Law (Washington State).
- Knowledge of mental health codes, RCW and WAC.
- Strong oral and written communication skills for interacting effectively with clients, families, and multidisciplinary teams.
- Ability to provide after-hours service as needed
- Ability to establish and maintain supportive, professional relationships with clients, families, and colleagues.
- Competent in basic computer skills, including electronic health records (EPIC preferred), word processing, secure messaging, and internet research.
- Cultural humility and willingness to learn and honor Lummi Nation traditions and practices.
- Knowledge of HIPAA and CFR 42 Part 2 requirements, with a commitment to strict confidentiality.
- Ability to work professionally with other service providers, consultants, and community partners.
- Knowledge of ASAM Criteria and Washington State SUD treatment regulations.
- Ability to work effectively with individuals experiencing acute withdrawal, cooccurring disorders, trauma, and legal involvement.
- Strong documentation, communication, and teamwork skills.
- Commitment to the mission, values, and confidentiality standards of the Lummi Nation.

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 Criminal Background Check.

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.