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: Crisis Mental Health Care Provider (MHCP)

OPEN: November 17, 2026
CLOSES: December 3, 2026
EXEMPT: Yes
JOB CODE:
SALARY: (11) $34.94-$39.35/hr. DOE
DIVISION: HHS
SHIFT: Flexible
DEPARTMENT: Behavioral Health
LOCATION: LNHC
SUPERVISOR: Crisis Lead MHP
DURATION: Regular Full Time
VACANCIES: 1

JOB SUMMARY: The Crisis Mental Health Care Provider (MHCP) works within the Lummi Behavioral Health Crisis Outreach Program to provide community-based crisis intervention, stabilization, mental health rehabilitation, and care coordination services to individuals experiencing behavioral health crises. Working under the clinical supervision of a Mental Health Professional (MHP), the Crisis MHCP serves as the primary behavioral health care provider on a crisis response team and works collaboratively with a Crisis Outreach Specialist/Peer Support Specialist. The MHCP provides services within their education, training, credential, and scope of practice and consults with an MHP or other appropriate provider when an individual's needs require additional clinical assessment or intervention. Services are provided using strength-based, solution-focused, culturally congruent, trauma-informed, person-centered, and recovery-oriented approaches. This position requires flexibility in work hours to meet the needs of the community and Crisis Outreach Program.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES *The duties include, but are not limited to:*

- Serve as the primary behavioral health care provider on an assigned crisis response team, working collaboratively with a Crisis Outreach Specialist/Peer Support Specialist.
- Provide community-based crisis stabilization, including engagement, de-escalation, problem solving, safety planning, and other appropriate interventions.
- Gather and document presenting concerns, symptoms, functioning, immediate safety concerns, risk and protective factors, available supports, and response to interventions.
- Provide mental health rehabilitation and treatment interventions under MHP supervision, including skill building, psychoeducation, coping strategies, symptom management, problem solving, and emotional regulation.
- Develop and implement crisis stabilization and safety strategies and assist with individualized mental health rehabilitation plans.
- Recognize when an individual's risk, presentation, or needs require consultation or escalation to an MHP, DCR, medical provider, emergency services, or other appropriate resource.
- Provide behavioral health care coordination, including referrals, warm handoffs, resource linkage, transition support, and connection to appropriate services.
- Provide medication monitoring within authorized scope and communicate relevant concerns to appropriate licensed providers.

- Conduct crisis follow-up and outreach to support stabilization, service engagement, and continuity of care.
- Participate in the Crisis Outreach Program's 24/7/365 response system, including crisis phone and assigned shift or on-call coverage.
- Maintain timely and accurate documentation in the electronic health record (EHR) in accordance with applicable requirements.
- Participate in MHP clinical supervision, case consultation, team meetings, required training, and quality improvement activities.
- Maintain confidentiality and comply with Behavioral Health policies and applicable Tribal, state, and federal requirements.
- Collaborate with family members, natural supports, Tribal programs, healthcare providers, law enforcement, and community partners as appropriate to support crisis stabilization and continuity of care.
- Provide individuals and families with behavioral health education, coping strategies, crisis resources, and information to support stabilization and recovery.
- Participate in community outreach, prevention, education, and engagement activities that promote awareness of crisis services and access to behavioral health resources.
- Perform other duties as assigned.

MINIMUM QUALIFICATIONS:

- Associate degree (AA/AS/AAS) in behavioral health, psychology, social work, human services, substance use disorder studies, or a closely related field.
- Bachelor's degree in behavioral health, psychology, social work, human services, or a related field *preferred*.
- Minimum of one year of education or experience in mental health, behavioral health, substance use disorder services, crisis services, or a related field.
- Must possess or be eligible to obtain and maintain Washington State registration as an Agency Affiliated Counselor (AAC) as required for the Mental Health Care Provider role.
- Experience providing behavioral health, crisis intervention, mental health rehabilitation, case management, care coordination, substance use disorder, outreach, or related human services *preferred*.
- Washington State Certified Behavioral Health Support Specialist (BHSS), Substance Use Disorder Professional (SUDP), Substance Use Disorder Professional Trainee (SUDP-T), or other applicable behavioral health credential *preferred*.
- Experience working with American Indian/Alaska Native individuals, families, and 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 behavioral health crisis intervention, stabilization, de-escalation, safety planning, and recovery-oriented care.
- Knowledge of mental health and substance use disorders, trauma-informed care, and community behavioral health services.
- Ability to recognize changes in risk or presentation requiring MHP, DCR, medical, or emergency consultation.
- Ability to provide mental health rehabilitation, skill building, psychoeducation, and care coordination under MHP supervision.
- Ability to provide culturally responsive services that respect Tribal values, families, and community.

- Ability to collaborate effectively with individuals, families, crisis team members, healthcare providers, Tribal programs, and community partners.
- Effective communication, documentation, organizational, and crisis-response skills.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol testing 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 subject to successful
  criminal and CAMIS background checks.
- Must have CPR and First Aid certification within 90 days of hire.
- Must maintain required Washington State registration, credentials, and certifications throughout employment.
- Must complete required crisis intervention, suicide prevention, de-escalation, safety, and mobile crisis
  response training within required timeframes.
- Must be accepting and respectful toward patients, families, community members, and staff.
- Must be flexible and able to workdays, evenings, weekends, holidays, and assigned on-call coverage as needed.

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.