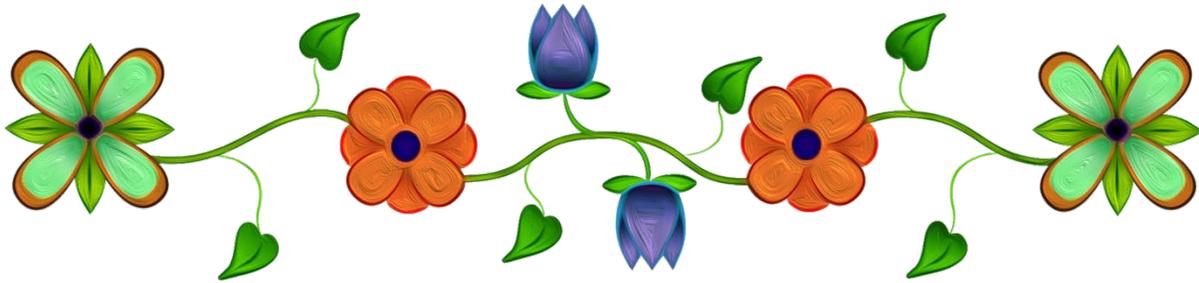


BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS



Bad River Health & Wellness Center

Open Monday-Friday 8am-4pm (Hours Vary by Dept.)

(715) 682-7133

53585 Nokomis Road

Ashland, WI 54806

Job Title: Recovery House Prevention Specialist
Department: Behavioral Health
Hourly Rate: \$23.00-\$25.00
Full Time: 40 Hrs/Week
Exempt: No/Hourly
Supervisor: Behavioral Health Director
Posting Date: Public
Opens: 03/05/2026
Closes: 03/19/2026 @ 4:30PM

Job Summary: The Recovery House Prevention Specialist supports participants in early and sustained recovery by providing relapse prevention education, recovery-oriented support, and culturally grounded wellness activities for program participants. This position emphasizes prevention of relapse, overdose, and re-traumatization while promoting healing, accountability, and reconnection to culture, community, and family.

The Prevention Specialist works collaboratively with program participants, peer specialists, recovery support specialist(s), and other tribal service providers to create a safe, structured, and supportive recovery environment that respects Anishinaabe values, traditions, and lived experience.

Essential Duties and Responsibilities include the following. Other duties may be assigned by the Program Manager or the supervisor:

Recovery & Relapse Prevention Programming

- Create and facilitate individual and group-based relapse prevention programming for Recovery House, including, but not limited to:
 - Support groups
 - Cultural education
 - Triggers and cravings stabilization

- Coping skills and emotional regulation
- Trauma-informed self-care
- Overdose prevention education
- Support residents in developing personalized recovery and wellness plans

Program Participant Support

- Provide day-to-day recovery support, encouragement, and accountability
- Assist program participants in identifying warning signs of relapse and building prevention skills and strategies
- Maintain a safe, respectful, and recovery-focused living environment
- Support house structure, cleaning, routines, and expectations
- Coordinate with counselors, peer support specialists, and other providers to support program participant goals
- Support referrals to tribal and community-based services (behavioral health, medical, housing, employment, education, childcare, etc.)
- Advocate for program participants' needs while respecting confidentiality and tribal protocols

Cultural & Community Engagement

- Incorporate Anishinaabe teachings, values, and cultural practices into prevention and wellness activities when appropriate
- Support residents' participation in cultural activities, ceremonies, and community events
- Collaborate with tribal programs, elders, and community resources

Documentation & Compliance

- Complete required documentation in a timely and accurate manner
- Maintain confidentiality in accordance with HIPAA, 42 CFR Part 2, and tribal policies
- Participate in team meetings, supervision, and required training.

Cultural Sensitivity:

This position requires awareness and deep appreciation of tribal traditions, customs, and socioeconomic needs. It requires the ability at all times to meet and deal effectively in contacts with Native American people and organizations. This requires tact, courtesy, confidentiality, discretion, and sound judgment in handling sensitive issues.

Education and/or Experience:

Required:

- High school diploma or GED required; education and relevant experience may be combined to meet qualifications.
- Minimum of two (2) years of sobriety and active recovery preferred for applicants with lived experience.
- Must not have an unlawful history of alcohol and/or drug abuse for at least two (2) years prior to application.
- Experience working in substance use recovery, relapse prevention, peer support,

behavioral health, or residential treatment settings.

- Working knowledge of the recovery process, relapse prevention principles, and trauma-informed care.
- Demonstrated ability to plan, facilitate, and support relapse prevention and recovery-focused programming.
- Ability to work respectfully and effectively with Native American/Indigenous individuals, families, and communities.
- Knowledge of available recovery, health, behavioral health, and social service resources.
- Must maintain strict confidentiality in accordance with HIPAA, 42 CFR Part 2, and tribal policies.
- Strong written and verbal communication skills; ability to speak and present in group settings.
- Ability to plan, organize, and prioritize program objectives and program participants' needs.
- Willingness to complete required background checks and job-related training.

Preferred:

- Lived or living experience with substance use recovery.
- Associate or Bachelor's degree in Human Services, Social Work, Psychology, Substance Use Counseling, or related field.
- Certification or training in one or more of the following:
 - Peer Support
 - Substance Use Disorder (SUD) services
 - Relapse Prevention, Recovery Coaching, or Prevention Education
- Experience working with women, mothers, or survivors of trauma.
- Knowledge of Anishinaabe culture, teachings, history, and community resources.
- Experience working in Indian Country or tribal programs

Other Skills and Abilities:

Required:

- Must be able to work cooperatively and effectively with fellow employees, residents, and tribal programs.
- Model healthy boundaries, communication, and recovery-oriented behavior
- Demonstrated cultural humility and openness to culturally based healing practices, including but not limited to talking circles, ceremonies, and traditional teachings.
- Ability to work flexible hours, including evenings, weekends, and holidays, as required by the Recovery House program.
- Ability to work independently while also functioning as part of a multidisciplinary team.

Background Check:

This position is contingent on the required ability to pass a Bad River caregiver background check when working with children and/or the elderly.

Language Skills:

Excellent oral and written communications skills are required.

Reasoning Ability:

Ability to follow directions and willingness to work as a team member.

Physical Demands: The physical demands described here are representative of those that must meet by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Must be physically able to perform all job duties. Walking, standing, bending, stooping, and occasionally lifting to 50lbs and/or carrying for short distances.

Work Environment: The work environment characteristics described here are representative of those employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. This position is subject to inside and outside work. The noise level may be moderate to loud. A willingness to work in an environment which may cause exposure to health hazards of the Health Industry is required.

Drug-Free Workplace in accordance with the Drug-Free Workplace Act of 1988, P.L. 100-690, and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.

Send Application and Resume To:

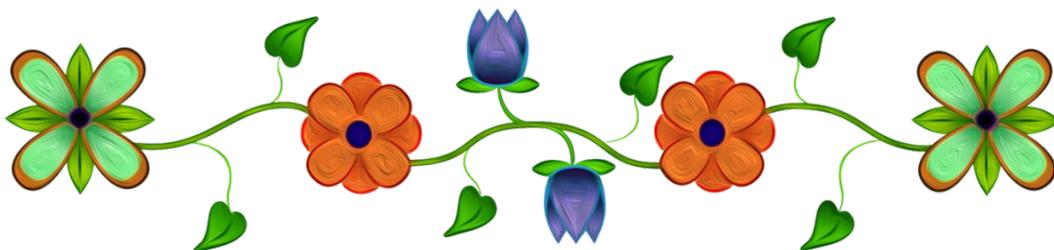
Bad River Tribe

Attn: Human Resources

P.O. Box 39

Odanah, WI 54861

<http://www.badriver-nsn.gov/>

**Application material may also be emailed to:**

HRmanager@badriver-nsn.gov

HRassistant@Badriver-nsn.gov

darcie.powless@badriverhwc.com

a.connors@badriverhwc.com