

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Peer Specialist (Recovery House)
Department: Health and Wellness Center
Hourly Rate: \$20.00
Full Time: 40 Hours/Week
Exempt: No/Hourly
Supervisor: Recovery House Manager/AODA Program Manager



Posting Date: In-House

Opens: January 11, 2024

Closes: January 17, 2024, at 4:30 pm

Posting Date: Public

Opens: February 16, 2024

Closes: March 1, 2024, at 4:30 pm

Posting Date: **Public**

Opens: **April 5, 2024**

Closes: **Open Until Filled**

Summary: The Certified Peer Specialist is a person with lived experience of mental illness and/or substance abuse, in recovery, who provides peer mentoring and peer support to others with mental illnesses and/or substance abuse. The CPS utilizes his/her training and personal recovery story to inspire and guide peers on their path to recovery. The goal is to promote wellness and self-direction to enhance the skills and ability of peers to meet their chosen goals. The Certified Peer Specialist will work primarily with Recovery House clients.

Essential Duties and Responsibilities include the following. Other duties as assigned.

- Help organize, coordinate, and attend AODA community activities for prevention, rehabilitation, and education.
- Required to do client transport and attend social support meetings and community events with clients.
- Perform random drug screens on program clients.
- Monitor client attendance in the program and maintain regular contact with them. Provide re-engagement support when needed.
- Identify barriers to full participation in community resources and develop strategies to overcome barriers.
- Support those in recovery per the goals of the Bad River AODA program.
- Support the goals of the treatment plan for substance abuse and/or mental health.
- Serve as a role model, mentor, advocate, and motivator to recovering individuals to prevent relapse and promote long-term recovery.
- Assist clients in accessing resources to meet all social and health needs. Make referrals to appropriate agencies as needed.
- Maintain project logs, reports, and records as directed.
- Provide recovery education to peers for every stage of the recovery journey.
- Assist those in recovery with identifying their personal goals, strengths, interests, and weaknesses regarding recovery by utilizing tools such as the Wellness Recovery Action Plan (WRAP).
- Facilitate the transition from a professionally directed service plan to a self-directed recovery plan. Help them transition from professionally assisted recovery initiation to personally directed, community-supported recovery maintenance.
- Promote self-advocacy by assisting recovering persons to have their voices fully heard; their needs, goals, and objectives established as the focal point of rehabilitation and clinical services.
- Work cooperatively with other staff, programs, departments, and agencies to ensure quality resources for community members.
- Will facilitate social support groups and family education for clients and community members.

- Actively identify and support linkages to community resources (community of recovery, educational, vocational, social, cultural, spiritual resources, mutual self-help groups, professional services, etc.) that support the recovering person's goals.
- Develop relationships with community groups/agencies/partners.
- Will maintain confidential client records and obtain properly signed releases when necessary.
- Maintain all HIPAA guidelines for AODA services.
- Will submit monthly reports to the AODA Recovery House manager.
- Attend required training, workshops, and meetings.
- Incorporate cultural activities into education and activities.
- Help with the assessment of community prevention needs such as education, support programs, and sobriety activities.
- Participate in local, regional, or state collaborative groups to establish cooperative working relationships and share resources to improve AODA services for the Bad River community.
- Work independently with minimal supervision and be accountable for hours worked.
- Cooking, cleaning, and other housekeeping duties as needed in support of the sober living project.

Qualification Requirements: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Knowledge of the uniqueness of the Bad River Community and 7 Grandfather Teachings is preferred for this position. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Education and/or Experience:

Required:

- Peer Specialist Certification or completion of peer specialist training and ability to become certified.
- Must not have an unlawful history of alcohol and/or drug abuse for at least two (2) years prior to application.
- Must have a working knowledge of the drug and alcohol treatment system, the recovery process, and a demonstrated commitment to the recovery community.
- Demonstrated ability to share personal recovery experiences and develop authentic peer-to-peer relationships.
- Knowledge and skill to teach and engage in basic problem-solving strategies to support clients in recovery.
- Must be able to plan, organize and prioritize program objectives.
- Knowledge of available AODA, health and social resources is required.
- Must maintain strict confidentiality in all matters.
- Have excellent written and oral communication skills.
- Must be able to speak and present in group settings.
- Have excellent time management and organizational skills.

Preferred:

- Lived experience with opioid or amphetamine substance abuse.
- Associate or bachelor's degree in social work, Psychology, or Substance abuse preferred.
- AODA Counseling certification/experience
- Knowledge of Bad River Community and experience working in Indian Country preferred.

Other Skills and Abilities:

Required:

Abstinence from alcohol/drug use is required upon employment and while employed in this position.

Due to the requirement of abstinence, there may be random drug screening.

An open mind to culturally sensitive treatment plans that have a healing component such as sweat lodge; pipe ceremony; talking circles with eagle feathers; etc.

Must be able to work cooperatively and effectively with fellow employees and tribal programs.

Must be able to work flexible hours including evenings, nights, weekends, and holidays.

Preferred:

Valid driver's license preferred.

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.

Physical Demands: The physical demands described here are representative of those that must be met 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 duties in the field. Position may require sitting or standing for extended periods, some walking, bending, stooping, and lifting to 50lbs. on occasion. Subject to inside and outside environmental conditions. Must be physically able to travel as necessary.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Subject to inside and outside conditions. The noise level is moderate.

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