

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Language Immersion-Trainee (4)

Department: Education

Hourly Rate: \$18.00-\$20.00 Full Time: 40 Hrs/Week

Exempt: No/Hourly

Supervisor: Education Director

Posting Date: Public

Opens: October 2nd, 2025

Closes: October 22nd, 2025



Summary: Under the supervision of the Education Director, the purpose of this position is to participate in a training program aimed at developing proficient speakers capable of teaching a variety of subjects in an Ojibwe Language Immersion School environment. This position is a 24-month position at which time Immersion Instructor Trainees are expected to transition into the role of Ojibwe Immersion teachers and/or into the role of teaching the Ojibwe Language in the community in another capacity. Seeking applicants with a special interest in teaching the Ojibwe Language to Bad River Youth.

Essential Duties and Responsibilities include the following. *(The following examples of duties are intended to be illustrative only and are not intended to be all-inclusive or restrictive)*

- Participate in full time training program focused on Ojibwe Language and Culture.
- Attend all required training sessions and cultural activities, which will be a full-time program.
- Become a functional speaker of the Ojibwe Language capable, as demonstrated by proficiency and other examinations, of teaching in the Ojibwe Language in an Immersion school.
- Successfully complete proficiency and other examinations as required by the program. Prepare to complete necessary certification and state licensure requirements for teachers.
- Participate and successfully complete required training on classroom and student management strategies.
- Participate in faculty and professional meetings, educational conferences and teacher training workshops.
- Assist the future Ojibwe Language Immersion Charter School with the translation of selected curriculum into the Ojibwe Language.
- Travel with group to historical sites and areas where historical items are archived to research Ojibwe History and culture.
- Assist in efforts to revitalize the Ojibwe Language.
- Assist as Immersion Teacher Aide or Immersion Teacher in Immersion Daycare room along with fulfilling all essential duties as a Teacher.
- Attend other training as required by Supervisor.
- Participate and assist with Parent language gatherings
- Complete other duties as assigned

Qualification Requirements: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative to the knowledge, skills, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:**Required:**

- **Must be an enrolled member of the Bad River Tribe**
- **Education & Experience**
 - High School Diploma
 - Must have a general knowledge of Bad River History and Culture

Other Skills and Abilities:**Required:**

- This is a required driver position; meet tribal driver's eligibility for insurance at all times, as Trainee will be traveling to neighboring communities such as Red Cliff & LCO.
- Must possess excellent communication skills; written, verbal and public speaking
- Ability to develop technical Documentation.
- Ability to communicate effectively in formal and informal settings.
- Ability to work independently and collaboratively in a team environment.
- Date Utilization: Requires the ability to perform basic level of data analysis including the ability to review classify, categorize, prioritize and/or reference date, statutes and/or guidelines and/or group, rank, investigate and diagnose. Require discretion in determining and referencing such to established standards to recognize interactive effects and relationships.
- Human Interaction: Requires the ability to provide guidance, assistance, and/or interpretation to other, such as co-workers and/or the public, on how to apply procedure and standards to specific situations.
- Verbal Aptitude: Requires the ability to utilize a wide Variety of references and descriptive date and information.
- Equipment, Machinery, Tools and Materials Utilization: Required the ability to start, stop, operate and monitor the functioning of equipment, machinery, tools and/or materials used in performing essential functions.
- Mathematical Aptitude: Required the ability to perform addition, subtraction, multiplication, and division; ability to calculate decimals and percentages; may require ability to utilize principles of fractions and/or interpret graphs.
- Functional Reasoning: Requires ability to carry out instructions furnished in written, oral, or diagrammatic form. Involves semi-routine standardized work with some latitude for independent judgment concerning choice of action.
- Situational Reasoning: Require ability to exercise the judgment, decisiveness and creativity in situations involving a variety of generally pre-defined duties, which are often characterized by frequent change.

Other Skills and Abilities:**BEHAVIORAL EXPECTATIONS**

Must be able to work in a properly collegial relationship with co-workers. Must exemplify our Bad River Values and Traditions while employed in this program. Negative comments, gossip or rudeness toward others in the Tribal structure will not be tolerated as this is not a Bad River value and will be dealt with swiftly. Must be able to interact with other departments within the Tribe in the spirit of compromise. Must be able to take on additional responsibilities in a spirit of cooperation and teamwork. Must be able to maintain an atmosphere of trust, fairness and respect and be mutually supportive with co-workers. Must be able to maintain strict confidentiality.

Background Check:

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

Physical Demands: Must be physically able to perform all job duties. Walking, standing, bending, stooping and occasional lifting up to 25lbs and/or carrying for short distances.

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 the essential functions. The noise level may be moderate to loud.

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.

Required Documents:

- Bad River Tribal Application
- Resume
- 3 current letters of recommendation
- Copy of Diploma

Submit Application and supporting documents to: hrassistant@badriver-nsn.gov

Or, mail your application to:

Bad River Tribe
Attn: Human Resources
P.O. Box 39
Odanah, WI 54861