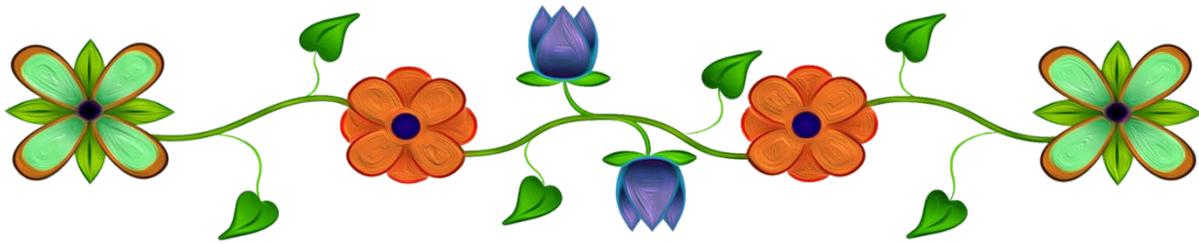


BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS



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: Physical Therapist
Department: BRHWC – PT/OT
Hourly Rate: \$38.00 to \$42.00 DOE - Full Time
Exempt: Exempt
Supervisor: Medical Director
Posting Date: Public
Opens: 02/25/2026
Closes: 03/11/2026 @ 4:30PM

Job Summary: A Physical Therapist performs treatments and exercises to help patients recover from illnesses and injuries. Their main duties include using various treatment techniques to develop personalized treatment plans, prescribing medications to relieve pain and increase mobility and teaching patients exercise techniques to improve their health.

Physical Therapists are healthcare professionals who use techniques like massages, movement trainings and exercises to help people recover from their injuries or illnesses. They'll work closely with patients to learn more about their conditions to develop personalized treatment plans that will return them back to normal health.

Physical Therapists may perform treatments on patients who have recently been released from the hospital or medical facility. They'll later educate the patients and their family members on how to perform these exercises and treatments while at home when the patient is released from the facility.

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

- Consult with patients to learn about their physical condition and symptoms and review their medical history and referrals from doctors or surgeons

- Diagnose movement dysfunction by listening to patients and observing them as they move about
- Develop an individualized treatment plan
- Coach patients and teach them therapeutic exercises and stretches to improve their condition
- Use hands-on therapy such as massage to ease patients' pain and provide stimulation to promote healing
- Maintain patient records by keeping track of goals and progress while adapting treatment plans accordingly
- Advise patients and their families on in-home treatment options and what to expect from the recovery process

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.

Qualification Requirements: A Physical Therapist must have received a doctorate in a physical therapy degree program, which usually takes three years to complete and requires earning a bachelor's degree first. A Physical Therapist also needs to complete a clinical internship in an area such as orthopedic care or acute care. Physical Therapists must be licensed, although specific license requirements differ depending on the state. The National Physical Therapy Examination is one exam required in all states.

<https://www.fsbpt.org/secondary-pages/exam-candidates/national-exam-npte>

1. Strong communication skills and the ability to explain technical information clearly to patients
2. Ability to work well with many individuals.
3. Ability to perform multi-tasks in an often-busy environment.
4. Excellent problem-solving and critical thinking abilities to identify and diagnose illnesses or injuries a patient is experiencing.
5. Since they regularly work with their hands to apply exercise or massage treatments, Physical Therapists should have impressive dexterity.
6. Ability to keep calm during emergency situations
7. Basic Computer knowledge and keyboarding skills a necessity. Strong Computer skills are preferred
8. Must be dependable, punctual, relate well with others and able to meet deadlines.
9. Must understand the Native American community and culture, as well as experience working with people from diverse ethnic groups and various backgrounds.
10. Must pass a pre-employment drug test upon employment.

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 the essential functions.

Other Skills and Abilities:**Required:**

1. Compassion and empathy for patients, who are often in pain
2. Attention to detail regarding a patient's problems to analyze what they need to ease their pain and to prevent further injury
3. Physical stamina to lift patients and spend long hours standing and modeling exercises
4. Interpersonal skills to build positive relationships with patients and motivate them
5. Communication skills to interact clearly with doctors and family members as well as patients
6. Ability to maintain a high level of confidentiality
7. Highly dependable, excellent attendance
8. Training and licensed/certification in physical therapy
9. Excellent attention to detail, particularly for interpreting patient treatment plans
10. Strong communication skills and the ability to explain technical information clearly to patients
11. Familiarity with physical therapy related products
12. The ability to work effectively as part of a team
13. Excellent verbal and written communication skills
14. Able to interview patients/clients and document accurately, interact with the public and prospective patients/clients, speak effectively, and be readily available for crisis
15. Strong verbal and written communication skills
16. Complete and pass HIPAA training
17. Ability to organize and prioritize tasks.

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.

Required driver check, to meet eligibility for Tribal Insurance.

Language Skills:

- Strong oral and written communication skills
- Knowledge of computers and software, computer applications, and good typing skills
- Ability to work in diverse settings and communicate effectively with a broad range of related systems.
- Maintain strict compliance with Privacy Act requirements and Confidentiality Policy.

Reasoning Ability:

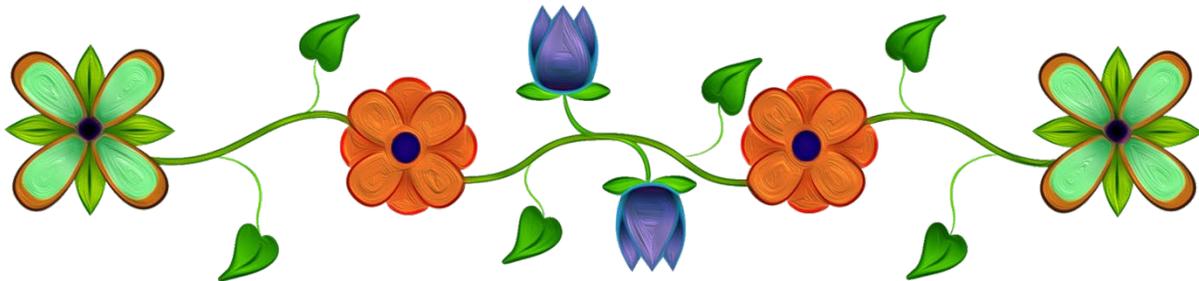
Good interpersonal skills and ability to work with individuals and families with objectivity and courtesy. Ability to deal with difficult clients and maintain a professional attitude. Must be able to multi-task and have excellent customer service skills.

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 accommodation may be made to enable individuals with disabilities to perform the essential functions. Must be physically able to make home visits. Position requires some walking, standing, bending, stooping and occasional lifting, up to 25 lbs. Subject to inside and outside working conditions.

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.

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