

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Mental Health Counselor
Department: Health & Wellness Center - Clinic
Salary: Negotiable
Full Time: 40 Hours/Week
Exempt: Yes/Salary
Supervisor: Behavioral Health Director
Posting Date: Public
Opens: 05/07/2026
Closes: Open Until Filled



Summary: The primary duties of the Behavioral Health Counselor are to work with clients in the prevention, treatment, and recovery from mental health and substance use disorders. The Behavioral Health Counselor will be the advocate for this group of patients and coordinate organizational activities and resources to address gaps in services.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Provide high quality, compassionate, and ethical outpatient behavioral health therapy for mental health.
- Assesses the clinical status of patients through a referral system.
- Provide culturally sensitive therapy and incorporate cultural practice in treatment, intervention, and education when possible
- Works with the primary care team to efficiently and effectively treat and manage patients with chronic emotional or health problems.
- Uses an integrated health care approach to manage mental health or substance abuse problems
- Assists in the detection of at-risk patients and development of plans to prevent further psychological or physical deterioration.
- Assists in preventing return to substance use or morbidity in conditions that tend to recur over time.
- Teaches patients, families, and staff about care, prevention, and treatment enhancement techniques.
- Provides family counseling and parenting classes to support patient goals
- Monitors the site's behavioral health program, identifying problems related to patient services and making recommendations for improvement.
- Attends and participates in meetings and quality improvement activities as required.
- Serves as a member of committees as requested.
- Furthers the mission of the organization through active support of the strategic goals
- Acts as liaison with the Bad River Tribe, Ashland School District, and mental health community to support community members' treatment goals.
- Ensuring program eligibility and compliance with established guidelines.
- Assists in developing interventions, functional behavior assessments, and behavior plan to provide a safe and effective educational environment for students with challenging behaviors.
- Participates in a variety of meetings, workshops, and committees to convey and/or gather information required
- Stay current with updated research and best practice
- Maintain patient files and documents appropriately in the electronic health record

- Maintain required billable hours and submit documents in a timely fashion for billing purposes
- Maintain HIPAA and 42 CFR Pt 2 compliance
- 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 of the knowledge, skills, and/or ability required. Knowledge of the uniqueness of the Bad River Community. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:

Required:

- A Master's Degree or above in counseling, social work, marriage and family therapy, psychologists, etc.
- Licensed in the State of Wisconsin as such. (LPC, MSW, LCSW, LMFT, LP, et al are encouraged)

Other Skills and Abilities:

Required:

- This is a required driver position, must have a valid driver's license and meet eligibility for tribal insurance

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.
- This is a required driver position, must possess a valid state driver's license, and adequate vehicle/liability insurance, and/or meet eligibility for Tribal insurance.

Language Skills:

- Must possess strong written and oral communications skills
- Must be familiar with current GPS mobile devices and ability to read a map.

Reasoning Ability:

- Good interpersonal skills and ability to work with individuals and families with objectivity and courtesy.
- Understanding of whereabouts of surrounding medical facilities preferred.
- Ability to deal with frequent change, delays, or unexpected events.
- Diligent attention to detail and safety (such as observing safety and security procedures, adapting driving style to weather conditions, etc.)

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 the essential functions. 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.

Cultural Sensitivity:

This position requires an awareness and deep appreciation of tribal traditions, customs, and socioeconomic needs. It always requires the ability to meet and deal effectively in contacts with Native American people and organizations. This requires tact, courtesy, confidentiality, discretion, and sound judgement in handling

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

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. This position is subject to inside and outside work. The noise level may be 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:

Darcie.powless@badriverhwc.com

a.connors@badriverhwc.com