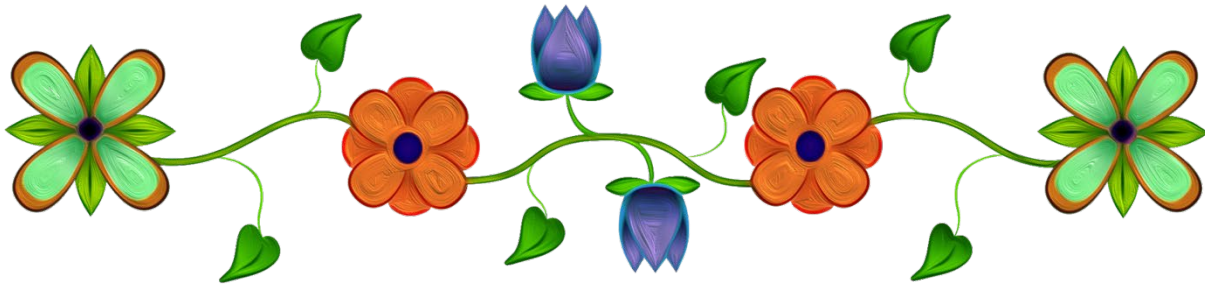


# BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS



## Bad River Health & Wellness Center

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

(715) 682-7133

53585 Nokomis Road

Ashland, WI 54806

**Job Title:** Recovery Support Specialist  
**Department:** Behavioral Health – Recovery House  
**Hourly Rate:** \$20.00 - \$22.00  
**Full Time:** 40hrs/week  
**Exempt:** No/Hourly  
**Supervisor:** Recovery House Manager/Assistant Manager  
**Posting Date:** Public  
**Opens:** 06/25/2026  
**Closes:** 07/09/2026 @ 4:30pm

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**Job Summary:** The Recovery Support Specialist will provide support to individuals overcoming substance use or mental health challenges by acting as a role model, resource connector, and advocate, while focusing on empowerment. They foster a hopeful, nonjudgmental environment where individuals build coping strategies, achieve personal milestones, and find lasting support. The goal is to promote wellness and self-direction to enhance the skills and abilities of program participants to meet their chosen goals. The Recovery Specialist works collaboratively with program participants, peer specialists, and other tribal service providers to create a safe, structured, and supportive recovery environment that respects Anishinaabe values and traditions. The Recovery Support Specialist will work primarily with Recovery House participants.

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

- Required to do transports, attend social support meetings, and community events with individuals in recovery.
- Administer random drug screening to program participants.
- Properly and safely monitor medication for program participants.

- Monitor participant 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 Behavioral Health Department.
- Support the goals of the program participant's treatment plan for substance use disorder and/or mental health.
- Serve as a role model, mentor, advocate, and motivator to recovering individuals to prevent relapse and promote long-term recovery.
- Maintain project logs, reports, and records as directed.
- Provide recovery education to program participants for every stage of their recovery journey.
- Assist those in recovery with identifying their personal goals, strengths, interests, and weaknesses regarding recovery by utilizing tools such as 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 individuals 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 program participants in recovery.
- 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 participant records and obtain properly signed releases when necessary.
- Maintain all HIPAA and 42 CFR Pt 2 guidelines.
- Attend required training, workshops, and meetings.
- Incorporate cultural practices 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 Recovery 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.
- Other duties as assigned by the Recovery House Manager or Assistant Manager.

**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 abilities 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:**

- Recovery Coach Certification or completion of peer specialist training
- Minimum of 2 years of Sobriety/Recovery.
- 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 rapport with program participants.
- 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 recovery, 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.
- CBFMR medication administration training or completion of training within 6 months of hire.

**Preferred:**

- Associate or bachelor's degree in social work, Psychology, or Substance abuse preferred.
- Recovery Counseling certification/experience
- Knowledge of the Bad River Community or experience working in Indian Country preferred.

**Other Skills and Abilities:**

**Required:**

- Must be able to work cooperatively and effectively with fellow employees, program participants, 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.
- This position requires a valid driver's license.
- Must have a valid driver's license and meet eligibility for tribal insurance.
- Abstinence from alcohol/drug use is required upon employment and while employed in this position.
- Due to the requirement of abstinence, you may be subject to random drug screening.

**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 communication 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 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 all job duties. Walking, standing, bending, stooping, and occasionally lifting to 50lbs and/or carrying for short distances.

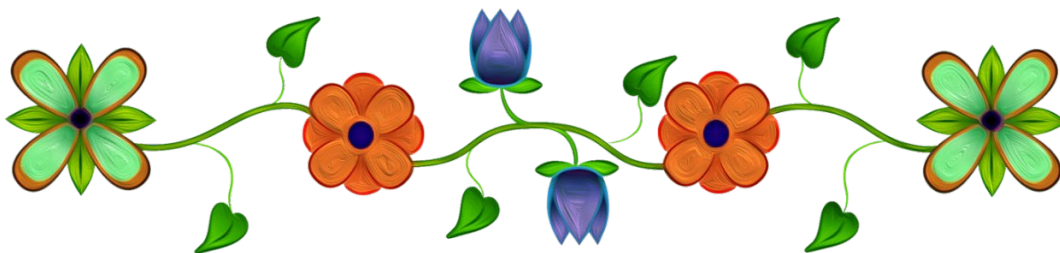
**Work Environment:** The work environment characteristics described here are representative of those employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. This position is subject to inside and outside work. The noise level may be moderate to loud. A willingness to work in an environment that may cause exposure to health hazards in 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](mailto:HRmanager@badriver-nsn.gov)

[HRassistant@Badriver-nsn.gov](mailto:HRassistant@Badriver-nsn.gov)

[darcie.powless@badriverhwc.com](mailto:darcie.powless@badriverhwc.com)

[a.connors@badriverhwc.com](mailto:a.connors@badriverhwc.com)