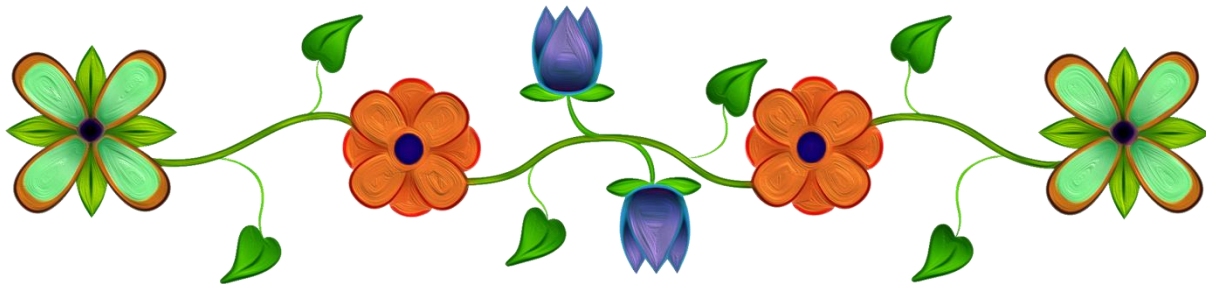


BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS



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: Therapy Director (PT, OT, SLP)

Department: Therapy

Hourly Rate: Negotiable

Part-Time: 8-16 Hours/Week in combination with position in Therapy Services

Exempt: Yes/ Salaried

Supervisor: Assistant Clinic Administrator

Posting Date: Public

Opens: September 04, 2026

Closes: September 21, 2026 @ 4:30pm

Job Summary: This position is located at the Bad River Health & Wellness Center in Odanah, Wisconsin. The purpose of this position is to provide leadership, oversight, and strategic direction for Therapy Services, including Physical Therapy, Occupational Therapy, Speech-Language Pathology, Chiropractic Services, and Audiology. Therapy Director should have education and experience in any one of the previous services listed. This position will be filled in combination with clinical services.

The Therapy Director is responsible for ensuring high-quality, patient-centered care while maintaining compliance with Tribal, State, Federal, and accreditation standards. This position oversees clinical operations, program development, staff supervision, quality improvement initiatives, budgeting, and interdisciplinary collaboration to support the health and wellness needs of the Bad River community.

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

Other duties may be assigned by the Program Manager or Supervisor.

- Direct and oversee all rehabilitation and therapy service programs, including Physical Therapy, Occupational Therapy, Speech-Language Pathology, Chiropractic Services, and Audiology.
- Develop, implement, and evaluate therapy programs and services that meet community health needs.
- Ensure evidence-based clinical practices and high standards of patient care.

- Collaborate with medical providers and other healthcare professionals to coordinate patient treatment plans.
- Monitor patient outcomes and implement quality improvement initiatives.
- Supervise and evaluate therapy staff, contracted providers, support personnel, and administrative staff assigned to therapy services.
- Assist with recruitment, hiring, onboarding, orientation, and retention of therapy personnel.
- Develop staffing plans and schedules to ensure adequate coverage and service delivery.
- Provide mentorship and professional development opportunities for staff.
- Ensure compliance with applicable professional standards, licensing requirements, and regulatory agencies.
- Develop and maintain departmental policies, procedures, and clinical protocols.
- Manage referrals and coordinate services with internal and external healthcare providers.
- Oversee documentation practices to ensure compliance with billing, reimbursement, and regulatory requirements.
- Maintain program budgets and assist administration with financial planning and resource allocation.
- Monitor departmental productivity, utilization, and performance metrics.
- Assist Clinic Administration in addressing patient concerns, grievances, and service improvement initiatives.
- Participate in organizational committees, strategic planning activities, and community health initiatives.
- Maintain confidentiality of patient and personnel information consistent with HIPAA requirements.
- Remain current with advances, trends, and best practices in rehabilitation and therapy services.
- Monitor and process employee payroll.

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: 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.

Required Education and/or Experience

- Training and licensed/certification in in their field of therapy
- Complete and pass HIPAA training

Preferred Education and/or Experience

- Three years of management experience preferred

Other Skills and Abilities:**Required:**

- Strong critical thinking skills and ability to problem solve.
- Communication skills to interact clearly with doctors and family members as well as patients and staff.
- Ability to maintain a high level of confidentiality
- Highly dependable, excellent attendance
- Excellent attention to detail, particularly for interpreting patient treatment plans
- Familiarity with physical therapy related products
- The ability to work effectively as part of a team
- Excellent verbal and written communication skills
- Able to interview patients/clients and document accurately, interact with the public and prospective patients/clients, speak effectively, and be readily available for crisis
- Complete and pass HIPAA training
- Ability to organize and prioritize tasks.
- Proficiency with electronic health record systems.
- Proficiency with general computer applications and Microsoft Office.
- Ability to work well with many individuals.
- Ability to perform multi-tasks in an often-busy environment.
- Excellent problem-solving and critical thinking abilities to identify and diagnose illnesses or injuries a patient is experiencing.
- Ability to keep calm during emergency situations
- Must be dependable, punctual, relate well with others and able to meet deadlines.
- Must understand the Native American community and culture, as well as experience working with people from diverse ethnic groups and various backgrounds.
- Must pass a pre-employment drug test upon employment.

Background Check:

This position is contingent on the required ability to pass a BRHWC background check. This position requires a valid driver license, to meet eligibility for tribal insurance.

Language Skills:

- Maintain strict compliance with Privacy Act requirements and Confidentiality Policy.

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 accommodation may be made to enable individuals with disabilities to perform the essential functions. Must be physically able to perform all job duties.

Work Environment: : The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. The noise level in the working environment is usually moderate.

Additional Requirements Successful completion of a background check. Compliance with tribal policies, codes of conduct and employee health standards including immunization requirements.

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:

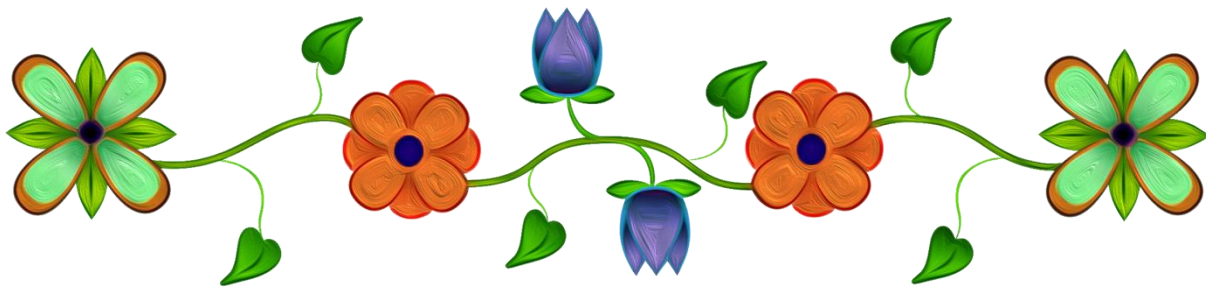
Bad River Tribe

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