WHITE EARTH RESERVATION

CHAIRMAN Michael Fairbanks **SECRETARY-TREASURER** Jacob McArthur
DISTRICT I Henry Fox **DISTRICT II** Alrick "Son" Accobee **DISTRICT III** Laura Lee Erickson

Job Posting

Position: Addiction Counselor I, II, III or LADC (2) **Open: 10/26/2026**
Location: Minneapolis, MN **Close: 11/13/2026**
Pay: ADC I- $23.64 **Benefits: Full** **Status: Full time**
ADC II- $26.23 or DOQ
ADC III- $28.90 or DOQ

This position is responsible for providing confidential substance use disorder (SUD) treatment and recovery support that conforms to established policies and procedures to individuals, families, groups, and community promoting health lifestyles and recovery. The addiction Counselor (Certified/Licensed Alcohol and Drug Counselor) conducts all core functions of alcohol and drug counseling according to applicable Tribal/State/Federal regulatory standards or guidelines including the observation, description, evaluation, interpretation, and modification of human behavior by the application of core functions as it relates to the harmful or pathological use or misuse of alcohol or other drugs.

Position Outcomes:

- Complete and maintain accurate records or reports regarding the patients' histories and progress, services provided, or other required information.
- Counsel clients or patients, individually or in group sessions, to assist in overcoming dependencies, adjusting to life, or making changes.
- Develop client treatment plans based on research, clinical experience, and client histories.

Knowledge, Skills, and Abilities:

- Knowledge of ASAM Level of Care and other modalities of treatment and recovery.
- Knowledge of 12 Core Functions according to licensure/certificate.
- Knowledge of chemical dependency, mental health, adolescent development, and family relationships.
- Ability to work cooperatively within a group to make the work of the group successful and effective.
- Skills with developing positive rapport with clients, peers, parents, families, and community members.

Qualifications:

- **High School Diploma or GED required.**
- **Must be over the age of 18, responsible, mature, healthy adult who is able to carry out the license holder's duties.**
- **Must possess or complete and maintain the following certifications/trainings within six (6) months of hire:**
  - **Comprehensive Assessment (or Rule 25)**
  - **Anishinaabe Culture and Values.**
  - **Treatment Coordination; and**
  - **Harm Reduction Principles.**
- **Documented competence in screening for and working with clients with mental health problems, through education, training, and experience (or within 3 months of hire). 12 hours of CEU's.**
- **Ability to work flexible hours/evenings and weekend, including on-call scheduling to respond to crises after business hours and weekends.**
- **Prefer experience with Native American communities/people.**
- **CPR Certified or willing to obtain upon hire.**
- **Must be free of chemical use problems for at least two (2) years immediately preceding their hiring and must sign a statement attesting to that fact and freedom from chemical use problems must be maintained during employment.**
- **Must be able to pass a Background and Drug screening.**
- **Valid driver's license and insurance for travel between sites and other business-related destinations.**
  - **Addiction Counselor I (CADC):**
    - **Certified as UMICAD I, or a person licensed as an Alcohol and Drug Counselor under licensing standards approved by Reservation Business Committee, or its designee.**
    - **One or more approved wellness-and recovery-focused intervention or facilitator certifications such as Wellbriety trainings, WRAP, Peer Recovery, etc.**
  - **Addiction Counselor II (CADC)**
    - **Certified as UMICAD II, or a person licensed as an Alcohol and Drug Counselor under licensing standards approved by Reservation Business Committee, or its designee.**
    - **Two (2) years of experience related to alcohol and drug counseling.**

- **Addiction Counselor III (CADC/LADC):**
  - **Certified as UMICAD II, LADC, or a person licensed as an Alcohol and Drug Counselor under licensing standards approved by Reservation Business Committee, or its designee.**
  - **Five (5) years of experience related to alcohol and drug counseling.**
  - **Must complete Clinical Supervision Training within six (6) months of hire.**

Mail Applications to: White Earth Tribal Council
Attention: Personnel
P.O. Box 418
White Earth, MN 56591
Download Applications at: www.whiteearth.com
EEO with Native Preference
A Drug Free Workplace – Tests for alcohol and illegal drug use may be required prior to and during employment.