



# WHITE EARTH RESERVATION

**CHAIRMAN** Michael Fairbanks **SECRETARY-TREASURER** Michael LaRoque  
**DISTRICT I** Henry Fox **DISTRICT II** Eugene Sommers **DISTRICT III** Laura Lee Erickson

## Job Announcement

**Position:** Addiction Counselor I, II, III

**Location:** Family Treatment Center/White Earth

**Pay:** ADC I-\$22.51

ADC II- \$23.64

ADC III- 26.23 or DOQ

**Benefits:** Full

**Status:** Full time

**Open:** 11/10/2025

**Close:** Until Filled

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.

### Positions outcomes:

- Addiction Counselor I (CADC) is an entry level position in which incumbents under supervision gain intake, assessment, treatment planning and counseling skills and demonstrate requisite competencies for advancement to the Addiction Counselor II level.
- Addiction Counselor II (CADC) provides substance use disorder (SUD) treatment and recovery services under general direction, provides structured mentorship to other addiction counselors and recovery staff, and demonstrates requisite competencies.
- Addiction Counselor III (CADC/LADC) provides substance use disorder (SUD) treatment and recovery services under general direction and provides supervision to other Addiction Counselors within their programs, supports program manager with administrative duties, and assist with appropriate clinical supervision duties and evaluation as assigned or required.

### 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/certificates.
- Knowledge of DAANES and other data reporting standards.
- Knowledge and skills in Person Centered-Cognitive Behavioral Theories.
- Knowledge and skills in Motivational Interviewing.
- Ability to write reports and business correspondence.
- Skilled 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 weekends, 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 certification 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' experience related to alcohol and drug counseling.

- **Addiction Counselor III(CADC/LADC): Certified as UMICAD III, 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 Reservation Business Committee  
   Attention: Human Resources  
   P.O. Box 418  
   White Earth, MN 56591

Download Applications at:    [www.whiteearth.com](http://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*  
*Background Checks performed*

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