



## TRIBAL PERSONNEL DEPARTMENT

# JOB ANNOUNCEMENT

**JOB TITLE:** Gda Dwendaagnanik (Peacemaker)  
**SUPERVISOR:** Healing & Wellness Campus Administrator  
**LOCATION:** Residential Treatment Center  
**POST DATE:** Open until filled  
**CLOSING DATE:**

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**General Description:** The primary responsibility of this position is to ensure Anishinaabeg cultural integration throughout treatment programming. Specific responsibilities include, but not limited to providing a traditional conflict resolution process along with cultural and spiritual resources to patients of the Gookomis Endaad Residential Treatment Center. This position shall serve as the spiritual liaison and cultural advisor that facilitates ceremonies, teachings, cultural activities and outings.

**Qualifications:** High School diploma is required with at least one year of post-secondary formal education or equivalent experience is required. Bachelor's degree in Human Services preferred.

**Salary:** Negotiable / Dependent upon qualifications

**How to Apply:** Submit your application for employment, and notarized release of information form by the deadline. Applications and detailed job descriptions can be requested via phone or email and are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department  
P.O. Box 67  
Lac du Flambeau, WI 54538  
715-588-3303  
Email: [hr@ldftribe.com](mailto:hr@ldftribe.com)

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy. **This position is open only to American Indian/Alaskan Native persons.**

**Lac du Flambeau Band of Lake Superior Chippewa Indians  
Nonexempt Position Description**

**A. TITLE OF POSITION:** Gda Dwendaagnanik (Peacemaker)

**B. DEPARTMENT:** Gookomis Endaad

**C. SUPERVISOR'S TITLE:** Reports to Healing and Wellness Campus Administrator

**D. DESCRIPTION OF DUTIES:** The primary responsibility of this position is to ensure Anishinaabeg cultural integration throughout treatment programming. Specific responsibilities include, but are not limited to providing a traditional conflict resolution process along with cultural and spiritual resources to patients of the Gookomis Endaad Residential Treatment Center. This position shall serve as the spiritual liaison and cultural advisor that facilitates ceremonies, teachings, cultural activities and outings. Specific position responsibilities include but are not limited to the following:

1. Participate in Recovery Team meeting within one (1) week of admittance to the program in order to develop the initial individualized Plan of Care (POC) based on the identified strengths and needs, including a comprehensive 24 hour crisis plan.
2. Participate in Recovery Team meetings and give professional reports on the resident patients and provide cultural resources to the team in helping heal the family in a holistic approach.
3. Shall monitor the resident patients to ensure there is no alcohol, drugs, weapons, gang activity, unauthorized guests, or other unwanted activity on premises.
4. Be able to verbally deescalate crisis and make sound decisions when to involve public safety officers.
5. Responsible for mediating disputes between residents, team members, or other individuals using traditional Anishinaabeg ceremonies such as talking circles.
6. Responsible in providing one (1) cultural outing a week for resident patients. These outings could be fishing, spearing, harvest of maple sugar, rice harvesting, pow-wow or any other cultural activity.
7. Responsible for conducting/organizing one (1) traditional Anishinaabeg ceremony a week for residents.
8. Responsible for providing three (3) culture related groups a week for resident patients. The topics of group could be cultural teachings, traditional stories, talking circles or any other appropriate activity
9. Responsible for planning daily cultural activity options for resident patients and managing the cultural resource room.
10. Responsible for being a cultural resource for the staff and resident patients.
11. Responsible for assisting residents with daily life skills and recovery practices.
12. Responsible for organizing and preparing a weekly feast. This includes assisting/preparing the feast and coordinating with the resident patients in order for each resident patient to participate in the activity.
13. Shall complete all the necessary paperwork in strength-based manners and maintains accurate information in the patient records.

14. Shall dress in a respectful manner and maintain a respectful demeanor and presentation at all times.
15. All other duties assigned by the Supervisor.

**E. POSITION RELATIONSHIPS:**

1. **Internal:** Daily face-to face contact with all resident patients and team members and introduces them to culture, values, traditions and ceremonies of the Anishinaabeg.
2. **External:** Frequent contact with Recovery Team and other service providers. The incumbent may represent the patient, family, or community, or Band at outside hearings, meeting or public events.

**F. SUPERVISORY RESPONSIBILITIES:** None

**G. SUPERVISION RECEIVED:** Operates independently with supervision received from the Healing and Wellness Campus Administrator.

**H. EDUCATION:** High School diploma is required with a least one year of post-secondary formal education or equivalent experience is required. Bachelor's degree in Human Services is preferred.

**I. EXPERIENCE:** Previous experience as a mediator, peacemaker, spiritual liaison, or cultural advisor in a public or private social service agency, tribal government, or tribal community is required. Three (3) years prior experience working with individuals with mental health or substance abuse is required.

**J. SKILLS:**

1. Ability to manage time effectively.
2. Promote positive team culture, and to communicate effectively with team members and patients.
3. Thoroughness of writing reports and notes required.
4. Advance knowledge of traditional activities.
5. Must be able to express information to individuals or groups effectively, taking into account the audience and nature of information.

**K. WORKING ENVIRONMENT:**

1. **Work Conditions:** Nature of work is such those incumbent experiences regular periods of moderate to high stress levels. Primary sources of stress deal with patient issues and workload. Work environment will vary depending on programming. Hours vary and are based off of patient and agency needs; this is a position that will require frequent after hours patient contact and interactions, holidays and weekends.
2. **Exposure to Hazards:** Moderate threat of personal danger or risk.
3. **Physical Requirements:** Must be able to demonstrate screening and physical examination in the past 3 months or complete screening and physical examination requirements within 90 days of employment.

**L. BEHAVIOR:** The vision, goals and objectives of the Lac du Flambeau Band of the Lake Superior Chippewa Indians requires the Peacemaker to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any attitude or behavior that will tarnish the name or reputation of the Lac du Flambeau Tribe will not be tolerated and will be subject to disciplinary action.

**M. OTHER:** Must submit to a drug test prior to commencing employment and random testing thereafter. Criminal background check required applicable to the job description. As an employee of the Tribe, he/she will be subject to the Policies and Procedures of the Lac du Flambeau Band of Lake Superior Chippewa Indians. Five years (5) of sobriety is required and must maintain sobriety throughout employment. Must be CPR certified or complete the necessary training to become certified within 6 months of employment. Must be flexible to meet the needs of the band, agency and patients.

**N. SIGNATURE:**

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**Tribal Administrator**

**Date**

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**HR Director**

**Date**