

**APPLY IN PERSON AT:**  
909 Packerland Dr  
Green Bay, WI 54303



**OR MAIL TO:**  
P.O. Box 365  
Oneida, WI 54155-0365

**APPLY ONLINE AT:**  
<http://oneida-nsn.gov>

# ONEIDA

Phone: (920) 496-7900  
Fax: (920) 496-7490

A good mind. A good heart. A strong fire.

**SECOND POSTING OPEN TO ALL APPLICANTS**

**POSITION TITLE:** Indigenous Healing Practitioner  
**POSITION NUMBER:** 02969  
**DEPARTMENT:** Cultural Heritage  
**LOCATION:** 1250 Packerland Dr Green Bay, WI  
**DIVISION:** Governmental Services  
**RESPONSIBLE TO:** Cultural Wellness Manager  
**SALARY:** E3\$34,753/Annually (NEGOTIABLE DEPENDING ON EDUCATION & EXPERIENCE)  
(Employees will receive 5% below the negotiated pay rate during their probationary status.)  
**CLASSIFICATION:** Exempt  
**POSTING DATE:** July 11, 2018  
**CLOSING DATE:** Until Filled  
**Transfer Deadline:** July 24, 2018  
**Proposed Start Date:** As soon as possible

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**EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

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**POSITION SUMMARY**

Under direct supervision of the Cultural Wellness Manager, provides one on one client assistance and case management through culturally relevant methods for all ages and circumstances. Provide information on culturally based healing methods to clients and their families. Develop, plan, and facilitate informational sessions, workshops and healing resources using traditional Lotinoshoni cultural approaches. Continuation of this position is contingent upon funding allocations.

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**DUTIES AND RESPONSIBILITIES:**

1. Practice and provide excellent customer service at all times to include, but not limited to, addressing customer and employee needs courteously and promptly.
2. Conduct thorough intake evaluations, assessments and follow up sessions and appropriately document client services.
  - a. Ensure the client has adequate continuity of care regarding traditional healing practices.
3. Organize and facilitate healing groups, talking circles, and provide supportive counseling for personal health and wellness of the client and families.
4. Provide or support traditional healing sessions and/or ceremonies with individuals and their families using appropriate culturally based and complementary healing methods.
  - a. Suggest needed traditional treatment for clients.
  - b. Act as a spiritual and cultural role model.
5. Develop partnerships and work cooperatively with other departments or community members to improve holistic health throughout the Oneida community.
  - a. Develop and provide community training and education on Indigenous wellness, cultural nutrition on traditional Lotinoshoni healing methods and approaches for individuals, departments and general public.
6. Reconnect clients by showing them how Oneida language and cultural worldview are needed and necessary in diet and spiritual healing.
7. Monitor and evaluate client progress and assist clients by facilitating problem resolution for issues which might interfere with holistic health.
8. Conduct all business, written and oral in an ethical and confidential manner.
9. Integrate Oneida language and culture in to daily activities.
  - a. Promote traditional indigenous values.
10. Contribute to a team effort and accomplish related results as required.
11. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
12. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.

**JOB DESCRIPTION**  
**Indigenous Healing Practitioner**  
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**DUTIES AND RESPONSIBILITIES: (Cont.)**

13. The above duties and responsibilities are not an all inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

**PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:**

1. Frequently walk, sit; use hands to finger, handle, or feel; reach with hands and arms; and talk and hear.
2. Occasionally stand, bend/stoop, squat, crawl, climb heights, reach above shoulder level, crouch, kneel, balance, push/pull, lift and carry up to ten (10) pounds.
3. Work is generally performed in an office setting with a moderate noise level. Employee will also be exposed to the outdoors, which will require use of protective clothing and/or equipment.

**STANDARD QUALIFICATIONS:**

1. Experience with Indigenous Healing methods, food systems, Native American culture, values and background.
2. Knowledge of indigenous foods and plants and their medicinal or cultural application.
3. Knowledge and training dealing with and theories, principals and practices of Indigenous Healing methodologies, and complementary therapies.
4. Skilled in interpersonal relation and written communications.
5. Skill in operating various word-processing, spreadsheets, and database software programs in a Windows environment.
6. Ability to interact with individuals and families with objectivity, respect, courtesy, and patience despite personal concerns or opinions.
7. Ability to develop and maintain effective working relationships with a variety of individual and groups, in a complex multi-cultural environment.
8. Oneida Certification on reporting Child Abuse and Neglect is required within ninety (90) days of employment.
9. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
10. Must be willing and able to obtain additional education and training.
11. Must be willing and able to work flexible hours to include evenings and weekends.
12. Must pass a pre-employment drug screening. Must adhere to the Tribe's Drug and Alcohol Free Workplace Policy during the course of employment.
13. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.
14. A valid, non-probationary driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin non-probationary driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a personal and Tribal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Policy prior to actual start date. Must maintain driver's eligibility as a condition of employment.

**PREFERRED QUALIFICATIONS:**

**Applicants please clearly state on the application/resume if you meet these qualifications.**

1. Knowledge and experience in Oneida culture and language with knowledge of Oneida community, its history and culture and the ability to integrate this knowledge into work.
2. Training or education in generational trauma, trauma informed care, motivational interviewing and/or crisis management.
3. Certification in Reflexology, Reiki or other complimentary therapies.

**MINIMUM QUALIFICATIONS:**

**Applicants please clearly state how you meet these qualifications on the application/resume.**

1. Bachelor's Degree in First Nations Studies, Psychology, Social Work, or closely field with two (2) years of experience working with individuals in crisis; and/or equivalent combination of education and experience.
2. One (1) year experience working with client/services documentation, case management and record keeping.

**ITEMS TO BE SUBMITTED:**

1. **Must provide a copy of diploma, license, degree or certification upon employment.**