



EMPLOYMENT OPPORTUNITIES

Job Title: Traditional Counselor

Closing Date: 12/02/2025

DEADLINE: Attach any required documents, i.e., Transcripts, Certificates, diploma and Motor Vehicle Record, to your online application by midnight on the closing date. Late Applications or documents will not be considered.

Job Number: 26-067

Job Type: Full-Time Regular

Department: Judicial

City: Sacaton, AZ

Locations: 721 W. Seed Farm Road

Area of Interest: Judicial

Salary/ Hourly Rate: \$56,957 - \$83,957 / Salary

Tribal Driving Permit Required: Yes

DISTINGUISHING FEATURES OF THE CLASS:

The Traditional Counselor is responsible for developing and implementing a cultural program to educate clients involved with the Tribal Court. Clients may include probationers from the adult and juvenile courts, and participants in specialty court programs. The cultural program seeks to instill a sense of Community identity that focuses on the Akimel O'odham and Pee Posh cultures and traditions. The Traditional Counselor will provide educational activities and opportunities including but not limited to songs, dances, storytelling, beading, pottery, painting, traditional gardening, cooking and other aspects of the Akimel O'odham and Pee Posh cultures. The Traditional Counselor will serve as a mentor to those clients who wish to gain a greater understanding of the Community's cultural practices and ways of life to assist clients in maintaining sobriety and to avoid a cycle of recidivism.

ESSENTIAL FUNCTIONS:

- Develops and implements a cultural program that focuses on the Akimel O'odham and Pee Posh cultures and traditions.
- Conducts cultural educational sessions with clients in a variety of settings including in office and in the Community at culturally significant locations and provides program outreach to Community members and other interest groups.
- Assists clients placed on probation or enrolled in a specialty court program that includes initial contact, screening, placement, treatment, and continuing care and recovery beyond the probation or program term.
- Serves as a mentor to clients and assists with teaching the cultural practices and ways of life of Akimel O'odham and Pee Posh traditions.
- Monitors client participation in cultural programs and communicates client's progress to the Court, Probation Department and other service providers.
- Evaluates the effectiveness of cultural programs and adjusts programs based on recommendations.
- Works with other service providers, Community programs and resources to provide assistance to clients.
- Conducts and participates in staff, planning and review meetings, training classes, conferences, and seminars. Maintains professional and technical knowledge by conducting research, attending educational seminars and workshops, and conferring with relevant agencies and organizations.

- Manages and participates in the maintenance of records and statistics and in the preparation of special reports, grants and other projects pertaining to client services and cultural activities.

REQUIRED KNOWLEDGE, SKILL AND ABILITY:

- Knowledge of Akimel O’odham and Pee Posh cultures and traditions and the Gila River Indian Community.
- Knowledge of creating and developing a curriculum or program to educate others in cultural traditions.
- Knowledge of the recovery process from substance use and behavioral treatment modalities to assist in the care, treatment, recovery and healing process of clients.
- Ability to work with clients and facilitate groups in their treatment process of healing, continuing care and recovery from a traditional perspective of the Akimel O’odham and Pee Posh cultures.
- Ability to plan, organize, evaluate and educate clients in the cultural traditions and practices.
- Ability to maintain files of clients and prepare written and statistical data of clients served and cultural activities.
- Ability to communicate effectively both verbally and in writing.
- Ability to exercise independence and judgment in developing, applying and following policies and procedures and precedents.
- Ability to speak, read, write and teach the Akimel O’odham and/or Pee Posh languages of the Gila River Indian Community.
- Ability to work with all Districts, Community Elders and fluent speakers of the Akimel O’odham and Pee Posh languages.
- Ability to maintain a working relationship with Community educators, departments and service providers.
- Ability to attend trainings with outside agencies to become certified as a facilitator in service or rehabilitative programs.
- Ability to transport clients, as necessary and be able to work nights, weekends and holidays to meet client’s needs.
- Ability to perform all physical requirements of the position; agree to maintain a Drug-free workplace.
- Performs other tasks and duties as assigned.

REQUIRED EDUCATION AND EXPERIENCE:

High school diploma or GED and two (2) years’ work experience performing professional counseling services or have worked as a teacher/mentor in the Akimel O’odham and Pee Posh cultures in an educational or human services setting, or any combination of education, training and/or experience which demonstrates the ability to perform the duties of the position.

- Associate’s degree preferred.
- Must be familiar with the Akimel O’odham and Pee Posh cultures.

ADDITIONAL REQUIREMENTS:

- Required to pass a background and fingerprint clearance as a condition of employment and must continue to maintain throughout duration of employment.
- Background checks are required for positions that involve regular contact with or control over Community Children in accordance with ***The Indian Child Protection and Family Violence Prevention Act, 25 U.S.C. Sections 3201 through 3210 and C.F.R. Part 63*** and positions that have regular contact with the Elderly.
- Prospective employees shall not possess the following background:
 1. Any felony conviction in any jurisdiction.
 2. Any misdemeanor conviction in any jurisdiction within the last five (5) years.
 3. Any misdemeanor conviction in any jurisdiction within the last seven (7) years that involved a dishonest act or false statement, e.g., fraud, theft, perjury, or a crime against a vulnerable individual.
- Required to obtain a Tribal Operator’s permit.
- Subject to review as to conflicts of interest and shall abide by the Code of Ethics for Judicial Employees.
- Required Mandatory Reporter pursuant to Title 7, Chapter 2 (7.205), B.

- Required to attend Title 7 Mandatory Reporting training on a yearly basis.
- Must be a member of the Gila River Indian Community, Salt River Pima-Maricopa Indian Community, Ak-Chin Indian Community or Tohono O'odham Nation.

Non-Supervisory, Salaried Position

Reports to Chief Judge or designee

BENEFITS:

The Gila River Indian Community offers a comprehensive benefits package, which includes; vacation, holiday, and sick leave as well as medical, dental, vision, life, short and long term disability benefits.

Preference in filling vacancies is given to qualified Indian candidates in accordance with the ***Indian Preference Act (Title 25, U.S. Code, Section 472 and 473)***. The Gila River Indian Community is also committed to achieving the full and equal opportunity without discrimination because of Race, Religion, Color, Sex, National Origin, Politics, Marital Status, Physical Handicap, Age or Sexual Orientation. In other than the above, the Gila River Indian Community is an Equal Opportunity Employer.

If you are claiming Preference in one or more of the following categories please attach a copy of the required documentation to the completed Employment Application.

Preference for Community Members (with proof of enrollment)

Preference for Native Americans (must meet membership requirement of a federally recognized Tribe.)

Preference point for Spouse of Community Member (with proof of spouse enrollment)

Preference point for Veteran (must meet statutory requirements)

HUMAN RESOURCES WILL NOT MAKE COPIES OF APPLICATIONS OR DOCUMENTS BEING SUBMITTED.

Visit our GRIC website and apply online: **www.gilariver.org**