



Job Title: Addiction Counselor (LAC, CAC, ACT) – Detox & Residential Treatment

Department: Behavioral Health / Substance Use Treatment

Reports To: Clinical Supervisor / Program Manager

Position Summary:

The Addiction Counselor provides direct clinical services to individuals with substance use disorders in detox, residential, and/or outpatient settings. This role is responsible for assessment, treatment planning, counseling, and coordination of care to support long-term recovery.

Key Responsibilities:

- Conduct comprehensive assessments, screenings, and intakes
- Develop, implement, and update individualized treatment plans
- Provide individual, group, and family counseling
- Facilitate psychoeducational and relapse prevention groups
- Maintain accurate, timely clinical documentation in compliance with regulations
- Monitor client progress and adjust treatment as needed
- Coordinate care with medical, psychiatric, and case management teams
- Provide crisis intervention and support during withdrawal or emotional distress
- Prepare discharge plans and connect clients to aftercare resources
- Uphold ethical standards, confidentiality, and professional boundaries

Qualifications:

- Active certification or licensure: LAC, CAC, or ACT (required)
- Experience in substance use treatment or behavioral health (preferred)

- Knowledge of addiction, recovery models, and trauma-informed care
- CPR/First Aid (or ability to obtain)
- Valid driver's license, CPR/First Aid certification (or ability to obtain upon hire)

Skills & Competencies:

- Strong clinical assessment and counseling skills
- Effective communication and group facilitation
- Crisis intervention and de-escalation
- Organization, documentation, and time management
- Cultural sensitivity and respect for diverse populations
- Ability to build rapport while maintaining boundaries

Work Environment & Requirements:

- Detox, residential, and/or outpatient settings
- 24/7 facility requiring flexible scheduling, including nights, weekends, and holidays
- Ability to stand, walk, and remain alert for extended periods
- Ability to safely intervene in crisis situations, including de-escalation and, if trained, physical intervention
- Exposure to individuals in various stages of withdrawal and mental health distress

Preferred Attributes:

- Experience with co-occurring disorders
- Trained in evidence-based practices
- Lived experience in recovery (as appropriate and aligned with program values)
- Experience working in detox or residential settings
- Familiarity with electronic health records (EHR) systems

Benefits:

- Competitive Pay (DOE)

- Health Insurance
- Vision Insurance
- Dental Insurance