



CERTIFIED RECOVERY MENTOR - RESIDENTIAL

Full-Time | Onsite | 4-Day Workweek (32 Hours)

\$27.00 – \$31.05 hourly (approximately \$44,928.00 - \$51,667.20 annually)



Work that supports recovery - on a schedule that respects your life.

At Addictions Recovery Center (ARC), we believe recovery transforms lives. As a Certified Recovery Mentor (Residential), you'll play a vital role in helping individuals build hope, develop resilience, and achieve lasting recovery while receiving residential treatment for substance use disorders.

Drawing upon your own lived experience in recovery, you'll walk alongside clients during one of the most important chapters of their lives—offering encouragement, practical guidance, and authentic peer support every step of the way. You'll help individuals build healthy coping skills, overcome barriers, connect with resources, and develop the confidence needed to sustain recovery beyond treatment.

Working collaboratively with clinicians, peers, and the residential treatment team, you'll serve as a trusted mentor, advocate, and recovery role model. Through compassionate, trauma-informed support and meaningful relationships, you'll help create a safe, recovery-oriented environment where every individual is treated with dignity, respect, and unwavering belief in their potential.

Why You'll Love Working at ARC

- A true four-day, 32-hour workweek.
- Purpose-driven work helping individuals build the skills and confidence for lasting recovery.
- The opportunity to turn your lived experience into lasting impact as a mentor, advocate, and recovery role model.
- Collaborative, multidisciplinary teams that value your voice and support your success.
- A culture rooted in dignity, transparency, and unconditional positive regard, where recovery isn't just what we do - it's who we are.



What You'll Do

You'll help individuals build the skills, confidence, and support network needed for lasting recovery while in residential treatment. Through lived experience, authentic peer support, and collaboration with the treatment team, you'll foster hope, remove barriers, and help clients prepare for life beyond treatment.

On a typical week, you will:

- Build trusting relationships through lived experience, empathy, and encouragement.
- Provide peer mentoring, recovery coaching, and emotional support throughout each client's treatment journey.
- Facilitate recovery-focused groups, life skills education, and wellness activities.
- Connect clients with housing, employment, healthcare, peer support, and other community resources.
- Collaborate with clinicians and the treatment team to support individualized recovery goals.
- Advocate for clients while promoting engagement, resilience, and self-advocacy.
- Respond to crisis situations using trauma-informed care, de-escalation, and active listening.
- Maintain accurate documentation and communicate client progress with the treatment team.
- Model healthy recovery, maintain professional boundaries, and inspire hope through your own recovery journey.

Wednesday to Saturday, 8:00 a.m.–5:00 p.m., with flexibility for additional coverage as needed.



Your lived experience has the power to become someone else's turning point, offering the hope, encouragement, and understanding that can make all the difference during the journey to recovery.

Recovery begins with connection and the belief that change is possible. By sharing your experience with authenticity and compassion, you'll help individuals discover their strengths, overcome challenges, and build the confidence for lasting recovery.

Every conversation and every milestone has the potential to change the course of someone's life.

Through small, consistent moments of connection, your presence can help people find hope, navigate recovery, and create a stronger future for themselves and their families.

Read on to see how this role could be the right fit for you.

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What We're Looking For

We're looking for someone who builds trust through authenticity, communicates with empathy, and believes recovery is possible for every individual. You'll thrive in a collaborative residential treatment environment, using your lived experience to inspire hope, support recovery, and help clients build healthier futures.

Required Qualifications

- Current Certified Recovery Mentor (CRM) or Peer Support Specialist (PSS) certification.
- Personal lived experience with substance use recovery and a minimum of two years of sustained recovery.
- High school diploma or GED.
- Strong communication, relationship-building, organization, and documentation skills.
- Ability to provide compassionate, trauma-informed peer support to individuals with substance use disorders.
- Ability to collaborate effectively with clinical staff and multidisciplinary treatment teams.
- Commitment to maintaining professional boundaries, confidentiality, and HIPAA compliance.

Preferred Qualifications

- Experience providing peer support in behavioral health, substance use treatment, residential treatment, or community recovery programs.
- Knowledge of evidence-based recovery support practices and substance use treatment.
- Experience facilitating peer groups, recovery education, or life skills coaching.
- Familiarity with community resources that support recovery, housing, employment, and healthcare.
- Experience using Electronic Health Record (EHR) systems.
- Spanish bilingual



The Personal Qualities That Help You Thrive Here

- **Compassionate** - You meet people where they are, treating every individual with dignity, respect, and hope.
- **Grounded** - You remain calm and supportive through challenges, setbacks, and difficult conversations.
- **Collaborative** - You work closely with clinicians, peers, and the treatment team to support each client's recovery.
- **Adaptable** - You respond thoughtfully to changing needs while helping clients overcome barriers and achieve their goals.
- **Authentic** - You use your lived experience to inspire hope as a trusted mentor and recovery role model.
- **Mission-Aligned** - You believe recovery transforms lives and are committed to helping others build a healthier future.

COMPENSATION & BENEFITS

At ARC, we believe caring for others starts with caring for our team. We offer a comprehensive, people-first benefits package designed to support your health, financial wellbeing, and work-life balance.

Compensation

- \$27.00 – \$31.05 hourly for a 32-hour workweek
- Approximately \$44,928.00 - \$51,667.20 annually
- Pay is based on experience, demonstrated skills, and qualifications

Work-Life Balance

- Four-day workweek (32 hours) for all ARC staff
- 10 paid holidays each year (many convert to floating holidays if worked or if they fall on your regular day off)
- Vacation and sick time begin accruing immediately, with up to three weeks of vacation and two weeks of sick time earned during your first year

Health Coverage (ICHRA Model)

- As a full-time employee, you will be eligible for benefits on the first day of the month following your first 30 days of employment.
- ARC provides health coverage through an Individual Coverage Health Reimbursement Arrangement (ICHRA), which allows you to choose the individual health insurance plan that best fits your needs. For most employees, the majority of available plans are fully covered by ARC.

Employer-Paid Benefits

- Dental and vision coverage at no cost to you
- Family dental and vision included at no additional cost
- Long-term disability insurance
- Oregon Paid Leave coverage
- Basic life insurance equal to 1x your annual salary (no cost to you)
- Employee Assistance Program
- On-site employee support groups

Optional Voluntary Benefits

- Flexible Spending Accounts (FSA)
- Supplemental life insurance
- Critical illness and accident coverage
- Mercy flights ambulance household memberships
- Pet insurance discounts

Retirement & Financial Wellness

- 401(k) retirement plan with immediate vesting and employer match
- ARC qualifies as a Public Service employer for student loan forgiveness programs

