



CERTIFIED RECOVERY MENTOR - DEFLECTION & WITHDRAWAL MANAGEMENT

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

\$28.00 – \$32.20 hourly (approximately \$46,592.00 - \$53,580.80 annually) + differential



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

At Addictions Recovery Center (ARC), we believe recovery begins with human connection. The Certified Recovery Mentors (CRMs) within our Deflection and Withdrawal Management programs help people navigate crisis, substance use, system involvement, and major life transitions through relationship-building, lived experience, and compassionate support.

This role works alongside individuals who may feel overwhelmed and uncertain about what comes next - helping them reduce their barriers to treatment, strengthening their recovery engagement, and creating pathways toward stability, healing, and long-term recovery.

Using lived experience and trauma-informed peer support, our CRMs help people navigate systems that can feel overwhelming or difficult to access - ensuring they feel seen, respected, supported, and connected throughout early recovery.

Why You'll Love Working at ARC

- A real four-day, 32-hour workweek
- Strong peer integration and recovery-oriented culture
- Collaborative, multidisciplinary teams
- Clear communication and accessible leadership
- Meaningful work with visible impact across the community
- Values-driven workplace rooted in dignity, equity, transparency, and unconditional positive regard



What You'll Do

Your work focuses on supporting individuals navigating substance use, criminal justice involvement, withdrawal management, mental health challenges, and homelessness - helping create meaningful connections to safety, stabilization, treatment, and long-term recovery support.

On a typical week, you will:

- Respond to Deflection referrals and engage individuals seeking alternatives to criminal justice involvement
- Provide peer support in office, field, shelter, hospital, Withdrawal Management, and community settings
- Build trusting relationships grounded in lived experience, empathy, accountability, and hope
- Support individuals participating in Withdrawal Management services through recovery-focused encouragement, emotional support, and relationship-building
- Help individuals identify coping skills, relapse prevention strategies, and recovery supports during vulnerable stages of early recovery
- Facilitate warm handoffs into residential treatment, outpatient care, housing resources, peer services, and community supports
- Assist participants with transportation, appointments, identification, benefits, and system navigation
- Encourage participation in treatment groups, recovery-oriented activities, and ongoing peer support services
- Collaborate with behavioral health providers, law enforcement, medical teams, and community partners to support continuity of care
- Maintain professional boundaries while modeling healthy recovery behaviors and long-term recovery principles

Regular schedule for this position is Friday through Monday, 8:00 a.m.-5:00 p.m., with flexibility to assist with additional coverage when needed.



This role requires someone who can remain grounded, compassionate, and adaptable while supporting people during moments of crisis, uncertainty, and transition.

Your presence, consistency, and lived experience can help people reconnect with safety, trust, and the belief that recovery is possible.

The work often happens through small, consistent moments of connection - and your presence helps people begin building a stronger foundation for recovery.

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

Bullet What We're Looking For

We're seeking someone who can connect authentically with people from all walks of life - someone who understands the power of relationship, accountability, and compassionate peer support.

Required Qualifications

- Current Certified Recovery Mentor (CRM) certification
- Ability to obtain MHACBO Forensic Peer endorsement
- Personal lived experience in recovery
- Personal lived experience with the criminal justice system
- Strong communication and interpersonal skills
- Ability to engage individuals experiencing crisis, homelessness, or co-occurring conditions
- Valid driver's license and insurable driving record

Preferred Qualifications

- Experience within behavioral health, withdrawal management, outreach, or community-based recovery services
- Knowledge of local recovery and social service systems
- Experience working collaboratively across agencies and systems
- Bilingual (Spanish/English) or experience providing culturally responsive support



The Personal Qualities That Help You Thrive Here

- **Compassionate** - you meet people where they are without judgment
- **Grounded** - calm and steady during emotionally difficult situations
- **Reliable** - you understand how much consistency and follow-through matter
- **Collaborative** - you communicate clearly and work well across systems and teams
- **Respectful** - you treat clients and co-workers with dignity and unconditional positive regard
- **Resilient** - able to navigate complex situations while maintaining professionalism
- **Mission-aligned** - you believe recovery and healing should be accessible, person-centered, and rooted in hope

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

- \$28.00 – \$32.20 hourly + differential
- Approximately \$46,592.00 - \$53,580.80 annually for a 32-hour workweek
- 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

