



Alcohol & Drug Counselor

Organization: Harmony Academy Recovery High School

Location: Lake Oswego, Oregon

Position Type: Full-Time, School Year (Licensed/Certified)

Reports To: Principal or Assistant Principal

About Harmony Academy

Harmony Academy is a tuition-free public recovery high school serving students ages 14–21 who are in recovery from substance use disorders. The school provides a safe, sober, and supportive environment where students pursue academic success while strengthening recovery, wellness, and life skills.

Primary Function

Provide comprehensive substance use counseling, recovery support, monitoring, and case management for students in recovery. Promote a therapeutic, recovery-supportive school culture while collaborating with families, staff, and community providers to support long-term sobriety, academic success, and healthy development.

Essential Duties and Responsibilities

Recovery Counseling & Clinical Services

- Provide individual and group counseling to students in recovery
 - Conduct screenings, assessments, and referrals to appropriate levels of care
 - Support relapse prevention, coping skills, and emotional regulation
 - Provide crisis intervention related to substance use or mental health concerns
 - Maintain confidential clinical records in accordance with legal and ethical standards
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Recovery Planning & Monitoring

- Develop and implement individualized recovery plans for students



- Monitor progress toward sobriety, wellness, and behavioral goals
 - Support students transitioning from treatment programs or higher levels of care
 - Coordinate reentry planning following relapse, treatment, or extended absence
 - Participate in recovery team meetings and case reviews
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Substance Use Monitoring

- Support school protocols related to sobriety expectations
 - Coordinate or oversee drug testing procedures as applicable
 - Review results and communicate concerns or progress to families and team members
 - Collaborate on decisions regarding enrollment status, safety plans, or additional supports
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Student Support & Case Management

- Build trusting relationships with students using strengths-based approaches
 - Support development of healthy coping skills, social skills, and resilience
 - Collaborate with counselors, teachers, and administrators to support student success
 - Assist with behavior support plans and intervention strategies
 - Support students during crises or safety concerns
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Family & Community Collaboration

- Maintain regular communication with families regarding student progress
 - Provide education about recovery, relapse warning signs, and adolescent development
 - Coordinate services with treatment providers, probation officers, and community agencies
 - Refer families to outside services when needed
 - Conduct outreach specific to behavioral health
 - Fulfill mandatory reporting requirements
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Prevention & Recovery Education

- Deliver recovery-focused education and skill-building groups
- Support school-wide wellness initiatives and sober activities
- Provide training or consultation to staff on substance use and recovery issues
- Is an integral part of the Recovery Team and co-facilitates weekly team meetings

Documentation & Compliance

- Maintain accurate records consistent with FERPA, HIPAA (when applicable), and state regulations
 - Document services provided and student progress
 - Maintain confidentiality of student information
 - Assist with program evaluation and reporting
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Required Qualifications

- Bachelor's degree in counseling, social work, psychology, or related field
 - Oregon certification as an Alcohol and Drug Counselor (CADC or equivalent)
 - Experience working with adolescents with substance use disorders
 - Knowledge of recovery principles and trauma-informed care
 - Strong communication and crisis-management skills
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Preferred Qualifications

- Master's degree in counseling, social work, or related field
 - Licensed or license-eligible (LPC, LCSW, LMFT, School Counselor, etc.)
 - Experience in a recovery school, treatment program, or youth services setting
 - Training in motivational interviewing and co-occurring disorders
 - Bilingual skills
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Knowledge, Skills, and Abilities

- Understanding of adolescent recovery and relapse dynamics
 - Ability to build trust with youth and families
 - Cultural responsiveness and equity-focused practice
 - Strong collaboration and organizational skills
 - Ability to maintain professional boundaries and confidentiality
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Work Environment



- School setting serving youth in recovery
 - High level of collaboration with multidisciplinary team
 - May involve crisis response and emotionally demanding situations
 - Occasional evening meetings with families or community partners
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Terms of Employment

School-year schedule

\$75K-\$98K DOE

Benefits of the position include medical, dental, and vision, term life/accidental death and short-term disability insurance, employee assistance, PERS contributions and the option to contribute to a 403b retirement fund. Harmony pays 100% of the employee's health premium and 50% of their family's insurance. In addition to regular holidays and school breaks, Harmony provides for sick time and personal time off. Staff are entitled to one sick day per full month worked with a maximum of 10 per year, and 24 hours of paid personal time off for the school year.

Equal Opportunity Statement

Harmony Academy is committed to creating a diverse environment and is proud to be an equal opportunity employer.

To Apply

Please send a resume and cover letter stating why you want to work at the recovery high school to harmony.academy.careers@gmail.com