



Job Description

Position Title: Peer Specialist
Program: ND, RST, TCORE
Supervisor: As designated on the organizational chart
FLSA Status: Non-Exempt (Hourly)
Effective: July 2021

Summary: Under the direct supervision of the individual designated on the Organizational Chart, the Peer Specialist will serve as a member of a multi-disciplinary team to provide peer support in collaboration with the Care Coordinators to assist with accessing program services and other community resources to support wellbeing. The Peer Specialist will function as a role model exhibiting competency in personal recovery and use of coping skills as well as assisting in helping clients learn coping skills and develop wellness plans congruent with cultural norms and expectations. The Peer Specialist will serve as an advocate for client choice and voice.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

- Provide support to Care Coordinator
- Engage and conduct in-person outreach with eligible Managed Care Plan (MCP) Members
- Accompany MCP Member to office visits, as needed, and in the most easily accessible setting, within MCP guidelines
- Extend health promotion and self-management training
- Arrange transportation
- Assist with linkage to social supports
- Distribute health promotion materials
- Call/contact MCP Member to facilitate visit with care coordinator
- Connect MCP Member to other social services and supports they may need
- Advocate on behalf of MCP Members with health care professionals
- Use motivational interviewing, trauma-informed care, and harm-reduction practices
- Monitor treatment adherence (including medication)
- Support clients and/or family members with active listening, demonstration of empathy and carry a message of hope and recovery and empower clients in meeting their identified goals.
- Collaborate with Care Coordinators, Clinicians and Medical staff in coordinating and providing services for clients.
- Observe, assess, intervene and refer (within one's scope of practice) in situations with clients regarding mental health symptoms, physical health symptoms and substance use issues.
- Assist in linking clients and/or family members with resources in the community per the client plan.
- Assist clients in developing and following a wellness plan unique to their needs and desires.

- Assist member with various independent living skills: house cleaning, laundry, food preparation, hygiene, yard work, budgeting money, shopping, medication management and safety.
- Provide/Assist the clients with transportation in personal vehicle as necessary.
- Meet with clients and/or family members in the community and their homes, and attend meetings to ensure continuity of care for clients.
- Provide positive public relations, community referrals, information and support by linking clients to needed resources; advocate with and on behalf of clients and significant support persons the clients have identified.
- Facilitate planning of social, cultural, educational, supportive and recreational group activities.
- Accurately complete all necessary forms, reports and paperwork required by the program on a timely basis (e.g., progress notes, special incident reports, discharge summaries, Medi-Cal billing, Avatar forms).
- Act as a designated Mandated Reporter for the observed or suspected abuse and/or neglect of children, disabled individuals, dependent adults and elder/senior citizens. Mandated Reporter also includes “Duty to Warn” which includes the responsibility to notify authorities and the intended victim(s) of physical harm.

Supervisory Responsibilities: This job has no supervisory duties.

Measures of Performance: The Peer Specialist shall be considered to be performing in an acceptable manner when the following have been accomplished:

1. Interpersonal Skills – Responds promptly to colleagues and/or client needs. Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control managing difficult or emotional situations; Remains open to others' ideas and tries new things; Shows respect and sensitivity to all people including those with cultural differences; Promotes a harassment-free environment; Treats people with respect; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values. Reacts well under pressure.
2. Communication – Speaks and writes clearly; Listens and gets clarification; Tailors the content of speech to the level and experience of the audience; Uses appropriate grammar and choice of words; Organizes ideas clearly; Responds well to questions; Demonstrates group presentation skills; Participates in meetings; Ensures that others involved in a project or effort are kept informed about developments and plans.
3. Teamwork – Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback constructively; Contributes to building a positive team spirit; Puts success of team above own interests; Supports everyone's efforts to succeed; Is open with other team members about his/her concerns; Is able to see the merits of perspectives other than his/her own; Demonstrates openness; Makes agreements/commitments and follows through.
4. Judgement - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.

5. Quality and Quantity – Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality; Meets productivity standards and completes work in a timely manner.
6. Attendance/Punctuality – Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience:

- Lived experience as a mental health consumer or a family member of a mental health consumer is required.
- Work experience with Medi-Cal billing is highly desirable.
- Work experience with persons who have substance abuse problems, preferably individuals who are dually diagnosed (mental health & substance abuse) is highly desirable.
- Knowledge of 12-Step Programs and/or personal experience with substance abuse recovery is highly desirable.

Language Skills:

- Demonstrated ability to read, analyze and understand directions and documentation in English.
- Excellent English written communication skills, with demonstrated clarity and accuracy in writing, grammar, and punctuation.
- Excellent English verbal communication skills with the ability to effectively communicate with agency employees, clients and all individuals inside and outside the Agency.
- Demonstrated abilities in effective communications to include writing and maintaining clear and accurate case notes and reports, rehabilitation planning, statistical reporting and evaluation.
- Demonstrated ability to prepare correspondence independently.
- Bilingual or multi-lingual skills are desirable.

Mathematical Skills:

- Demonstrated ability to work with numbers (add, subtract, multiply and divide, using whole numbers, common fractions and decimals) using a calculator.

Reasoning Ability:

- Ability to interpret a variety of instructions and documentation presented in various forms.
- Ability to define problems, collect data, establish facts and draw valid conclusions.
- Ability to solve practical problems that deal with abstract and concrete variables.

Computer Skills:

- Must be computer literate with experience in word-processing, email and the internet. Microsoft Office experience preferred.
- Knowledge of, and/or experience working with, Sacramento County's Avatar forms and system is **highly desirable**.

Certificates, Licenses, Registrations:

- Provide own vehicle, possess a valid California Driver’s License and current vehicle insurance. Driving record must meet, and continue to meet the generalized driving guidelines used by our insurance broker.
- Must have at least 3 years of driving experience.

Other Skills, Abilities, and Job Requirements:

- Ability to pass clearance of the Federal Bureau of Investigation (FBI) and/or Department of Justice (DOJ) background screenings.
- Work overtime as requested and approved.
- Be available for one week of after-hours duty on a rotational basis.

Physical and Emotional Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The inability to cope with a stressful work environment does not constitute a protected disability.

While performing the duties of this job, the employee is required to:

V – Very Often / F – Frequently / O – Occasionally / R - Rarely							
Sit	v	Use keyboard	v	Stoop, kneel, crouch or crawl	o	Hear	v
Stand	v	Use hands to feel	v	Climb or balance	f	Talk	v
Walk	v	Reach with hands/arms	f				

Must occasionally lift or move up to 30 pounds. Specific vision abilities required by this job include: close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

The agency’s client population may consist of homeless individuals with a persistent mental health diagnosis which employees may come into contact with. In addition to mental health issues, this population may also have a variety of physical health issues and communicable diseases.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate.