



## The Ferns Peer Respite

### Peer Support Worker Job Description – Part-Time and Per Diem

**Job Title:** Peer Support Worker

**Salary Range:** \$15 - \$16 / hour (shift differential)

**Job Summary:** The Peer Support Worker will supply trauma-sensitive peer support within the context of the space and values of Peer Respite. The Advocate is a source of overcoming hope, supporting wellness and demonstrating that recovery is real and does happen.

**Supervisory Relationships:** The Peer Support Worker will be supervised directly by the Peer Respite Director or Assistant Director.

**Employment Status:**

- (a) Regular Part-Time employee – up to 30 hours per week (non-exempt)
- (b) Per Diem Contract employee – up to 30 hours per week (1099 independent contractor)

**Location:** Montgomery County, PA

**Principle Duties and Responsibilities**

**The Peer Respite Advocate will:**

**1) General**

- a. Hold and exemplify the values of the Peer Respite model, including trauma-informed peer support. This includes an awareness of broader social justice issues, such as how oppression intersects with the mental health system.
- b. Maintain confidentiality and privacy of guests staying at Respite space.
- c. Support Peer Respite Director and Assistant Director as needed with documentation, in accordance with the peer respite values.
- d. Support Peer Respite Director and Assistant Director as needed with creating and coordinating the welcome experience for guests and potential guests.
- e. Take part, along with other team members and guests, in the general upkeep of the Respite space which may include periodic cleaning, meal preparation, and maintenance of the exterior of the space (shoveling, raking, mowing).
- f. Share responsibilities for answering the respite phone.
- g. Be responsible for other duties as assigned as they evolve.

**2) Direct Support**

- a. Maintain an accessible presence at the Peer Respite as needed for the desired support of guests.
- b. Provide individualized support within the framework of Intentional Peer Support (IPS). Other options may include Wellness Recovery Action Plan (WRAP), Emotional CPR (eCPR), Psychiatric Advanced Directives (PAD)
- c. Participate in schedule for on-call in-person and telephonic support.
- d. Along with the other respite staff, support guests to self-determine and advocate for their needs and desires, including connecting with resources and maintaining existing community connections.
- e. The Peer Support Worker may accompany guests or provide transportation to appointments, meetings, or community resource settings in order to support the above goals as needed.



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#### **3) Community Outreach**

- a. As needed, the Peer Support Worker will support efforts to offer general outreach to community groups and organizations to share information about the respite.
- b. As needed, collaborate with the team in orientation meetings about the peer respite to interested individuals.
- c. As needed, collaborate with the team to provide presentations about the peer respite at conferences or other similar opportunities.
- d. As needed, contribute to developing supportive relationships with community resources.

#### **4) Team Collaboration**

- a. Support the Peer Respite Director and Assistant Director in ongoing implementation of the diversity, equity, and inclusion practices and values of the Peer Respite space.
- b. Maintain clear communication with fellow team members.
- c. Participate in all Peer Respite team meetings
- d. Participate in regular supervision meetings with the Peer Respite Director or Assistant Director
- e. Complete Intentional Peer Support (IPS) and other relevant training as assigned.

### **Minimum Qualifications**

#### **1) Education and/or Experience**

- a. Personal experience healing from and overcoming the challenges associated with the mental health service system, extreme states, or trauma is required.
- b. Experience in advocacy, group facilitation and/or peer support is required.
- c. Completion of Intentional Peer Support (IPS) training within 90 days of hire.
- d. Completion of Trauma-informed training within 12 months of hire. Additional training will be offered post-hire as available and needed. Familiarity with related personal values and principles required.
- e. A minimum of a High school diploma or GED preferred. Certified Peer Specialist (CPS) credential is a plus.

#### **2) Abilities**

- a. Must possess a valid driver's license and clean driving record.
- b. Ability to act as an advocate and create an empowering atmosphere for individuals to take leadership in their own healing.
- c. Ability and willingness to use own experiences in an open and intentional manner.
- d. Bilingual/bicultural in English and other languages or ways of communicating and/or cultures is a plus.

#### **3) Attributes**

- a. Possesses a supportive style that is consistent with peer-to-peer values, which strives to serve others, rather than gain power or take control.
- b. Encourages diversity of thought, supports a culture of trust, has an unselfish mindset, and fosters self-determination in others.
- c. Calm and approachable demeanor, especially when under pressure.
- d. Respectful of and compassionate toward other people's thoughts, behaviors, ideas and needs.
- e. Self-aware and able to take responsibility for own mistakes, successes, weaknesses, and strengths, as well as being able and willing to seek support when needed.
- f. Optimistic and confident in approach and world outlook.
- g. Open minded to new perspectives and teachable.