

Class Code:2508

Range: IG017

\$18.8530 - \$24.073.37

## Behavioral Health Services-Certified Peer Specialist I/H

*The County of Siskiyou is an Affirmative Action / Equal Opportunity Employer  
We welcome applicants of any race, religion, or ancestry.*

For exact salary information please refer to the current salary schedule.

### General Statement of Duties:

Under direct supervision, the incumbent will be responsible for development and on-going provision of peer recovery and support services including: monitoring, informing, supporting, assisting and empowering consumers and family members/caregivers who directly or indirectly receive behavioral health services; developing and coordinating activities, programs and resources which directly support consumers and family members/caregivers in achieving wellness and recovery-oriented goals; facilitating peer-to-peer assistance as a part of a multi-disciplinary team; conducting outreach to consumers, family members/caregivers and the community; and acting in a liaison role between consumers, family members/caregivers and community service providers. Peer Specialists do not provide social work, counseling, or psychotherapy. This classification is a for cause, non-exempt position.

~~Under supervision, the Peer Specialist works as a member of an interdisciplinary team to implement and monitor treatment for individuals served by the Behavioral Health Division. This position involves participation and implementation of program goals and objectives to promote a strengths-based, wellness-informed client-centered approach to assisting individuals in achieving person-driven goals. Peer Specialists may be assigned to work on an integrated behavioral health and primary care team which aims to reduce disparities in access to health care for people with mental illness and alcohol and drug addictions, as well as improve their physical health outcomes through chronic disease prevention, early intervention, health care coordination, and disease management strategies. The Peer Specialist will work with a multidisciplinary team of medical and behavioral health professionals, and others to improve wellness outcomes for consumers. This classification is a for cause, non-exempt position.~~

### DISTINGUISHING CHARACTERISTICS:

#### Behavioral Health Peer Specialist I

This is an entry-level position in the Behavioral Health Peer Specialist series. Incumbents in the Behavioral Health Peer Specialist series are unique in that they have personal lived experience with behavioral health and/or recovery challenges themselves, and/or they may be the caregiver/family member of individual(s) with

behavioral health and recovery challenges. The Behavioral Health Peer Specialist I is expected to possess the ability to work in a trainee capacity performing necessary peer support work under direct supervision. The Behavioral Health Peer Specialist I initially receives close supervision and is expected to develop best-practice wellness and recovery skills and techniques through experience and on-the-job training and instruction.

Incumbents perform duties of increasing responsibility as expertise is gained. The Behavioral Health Peer Support Specialist I is distinguished from the Behavioral Health Peer Support Specialist II classification series by the limited degree of responsibility and decision-making afforded to incumbents.

#### *Behavioral Health Peer Specialist II*

This is the journey level in the Behavioral Health Peer Specialist flexible classification series. The Behavioral Health Peer Specialist II is expected to possess the ability to work in a paraprofessional capacity, performing the necessary scope of their practice under general supervision.

The Behavioral Health Peer Specialist II classification is distinguished from the Behavioral Health Peer Specialist I by the degree of responsibility for tasks performed and the independent judgment exercised by the incumbents.

~~This is the entry-level classification of the Peer Specialist positions. This is a specialized classification for Behavioral Health Services. This class is distinguished as incumbents as either current or former consumers of behavioral health services. Incumbents learn and perform a variety of peer support services for people with mental illness, and/or substance use conditions. Incumbents have experience with mental health and alcohol and/or other drug-related services and are interested in modeling and promoting a healthy lifestyle for people with serious mental illness. Also, they have experience working with seriously mentally ill clients with complex needs and/or co-occurring challenges; are understanding of the needs of the community, and advocating for resources and services. Incumbents have an understanding of the medical issues of consumers of behavioral health services and are committed to learning, following directions from the supervisor/team lead, and working collaboratively with other colleagues on the team. This classification may be flexibly staffed, if allocated to the hiring department as flexibly staffed.~~

### **REPORTS TO**

A variety of county supervisory or management positions, depending upon the department or program area where assigned.

### **CLASSIFICATIONS SUPERVISED**

This is not a supervisory class.

## Examples of Duties

The following duties are typical for this classification. Incumbants may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

- Provides peer recovery and support assistance and mentoring to promote client engagement in supportive networks, natural supports, and activities within and outside the behavioral health system.
- Assesses the unique challenges faced by each client; assists clients in successfully setting and meeting their recovery goals.
- Uses effective listening and motivational interviewing techniques to engage clients in goal setting to promote successful change.
- Serves as a mentor/role model demonstrating competency in recovery, effective coping skills and self-help strategies.
- Performs after-hours crisis and mobile crisis interventions and evaluations as a member of the mobile crisis response team.
- Provides encouragement, motivation and support to clients seeking to establish or strengthen their recovery.
- Develops effective working relationships with agencies and organizations to advocate for client and family/caregiver empowerment.
- Provides outreach to clients and community members to link them to services and help overcome barriers to participation in behavioral health services.
- Assists clients in building or maintaining personal support networks and in developing social skills needed to maintain positive interpersonal relationships.
- Assists in facilitating peer self-help/recovery groups for clients, family members, and caregivers.
- Attends and participates in special events, conferences, workshops and trainings.
- Assists in organizing training activities and with providing educational materials on behavioral health recovery for community groups, behavioral health clients, family members, and staff.
- Recommends and makes referrals to appropriate programs and /or services.
- Transports clients to and from appointments as appropriate.
- Performs basic typing and computer tasks, including documentation in Behavioral Health's electronic health record.
- Documents all activities as required.
- Completes all required staff trainings as assigned.
- Performs other job-related duties as assigned.
- Facilitates peer self-help/recovery groups for consumers, family members, and caregivers.
- Maintain accurate and timely documentation of interventions and activities.
- Accesses, utilizes and maintains electronic records and files, including electronic health record.

~~Provides therapeutic interventions with individuals being served as required and directed by the mental health treatment plan; provides individual and/or group training in living skills, creation of healthful lifestyles, and support in areas such as self-care, holistic wellness, hygiene, community resources, and other life skills as directed by the client treatment plan; participates in regular clinical supervision, and attends clinical case conferences, including multi-disciplinary team and staff meetings; complies with and implements the regulations, policies, and procedures which pertain to peer delivered service goals and rules; assists in crisis situations as appropriate, following emergency protocols and procedures; administers outcome measures with individuals being served and participates in data collection as appropriate; may perform office administration duties as requested by management; respects and honors the rights and responsibilities of the individuals served by Behavioral Health and demonstrates professional boundaries and ethics; interacts and communicates effectively with people with mental illness from diverse communities; documents and maintains clinical records in a manner that assures compliance with all agency policies and procedures and local, state, and federal regulations. Maintains accurate and up-to-date documentation as required, associated with assessment and treatment. Completes electronic medical records in the electronic health record (EHR) and provide billable services once certified; demonstrates responsibility for safety of residents and property; Adheres to mandatory abuse reporting laws, HIPAA and 42CFR requirements; Openly identifies as a person who has lived experience of using/having used mental health services when appropriate; actively attends and participates in regular in-service trainings; Acts as an advocate for individuals being served when appropriate, both within the organization and also with other entities; perform related duties as assigned.~~

### **Knowledge of:**

Behavioral health issues within the targeted population groups; principles of mental health and substance use recovery and strength-based approaches to peer support; familiarity with community resources and service agencies, including both private and other public agencies, social and economic problems which call for the use of public and private county services;

- ~~• Public transportation system, and other community resources.~~
- ~~• Problems, needs, attitudes and behavior patterns of the community served.~~
- ~~• Exercising good judgment and tact; relate and communicate effectively with members of the community served; and function as a team member and to benefit from supervision and training; interpret agency programs and policies to members of the community served; and analyze problems, formulate plans and put them into effect with a minimum of supervision.~~
- ~~• Modern office practices, procedures and equipment.~~
- ~~• Computerized methods for maintaining and updating records.~~
- ~~• An understanding of the mental health client culture and community as well as challenges faced by adults/families experiencing behavioral health issues, including a culture of stigma and discrimination.~~

### **Desired Skills:**

Plan, organize, coordinate and manage tasks as assigned; communicate orally and in writing on a variety of issues; develop and maintain harmonious relationships with employees, public officials, community groups, other agencies and the general public.

- ~~• Learn the organization, procedures, and policies of the Behavioral Health Division.~~
- ~~• Prioritize workload to meet established timelines and special requests.~~
- ~~• Maintain confidentiality of materials and use discretion in sensitive situations.~~

### **Typical Qualifications**

Any combination of training or experience that would provide the knowledge and skills to successfully perform the listed duties is qualifying. A typical way, but not required, to obtain the required knowledge and abilities would be:

#### ~~High School Diploma or GED equivalent.~~

Must have personal lived experience as a current or past consumer of mental health or co-occurring behavioral health services or be a family member or caregiver of a current or former mental health or co-occurring behavioral health services consumer.

#### *Behavioral Health Peer Specialist I*

Six months of paid or volunteer experience providing direct mental health peer support or peer recovery services to individuals or working with family members/caregivers of individuals with behavioral health issues.

#### *Behavioral Health Peer Specialist II*

One year of working directly with consumers in the public behavioral health or similar setting. An Associate Degree in Human Services or related field may be substituted for experience.

Promotion to Behavioral Health Peer Specialist II is considered on a merit basis upon completion of the minimum qualifications, including Peer Specialist Certification and is subject to the approval of the Supervising Behavioral Health Specialist or the Deputy Director of Behavioral Health.

The State of California currently requires Certified Peer Specialists to:

- ~~— Complete the certification requirements as identified and receive certification prior to providing services as a Medi-Cal Peer Specialist.~~
- ~~— Be 18 years of age or older.~~
- ~~— Provide a government-issued identification with a photograph, such as a driver's license, identification card, or passport.~~

- Possess a high school diploma, equivalent degree or higher. Submission of educational transcripts is required.
- Self-identify as an individual with lived experience.
- Be willing to share their experiences as a person with lived experience.
- Have a strong dedication to recovery.
- Agree, in writing, to adhere to the California Department of Health Care Services Code of Ethics for Medi-Cal Peer Specialists. Training must be obtained from a CalMHSA-approved training program.
- Successfully pass the state-approved Medi-Cal Peer Support Specialist Certification exam.

~~At least one (1) year of a combination of education, training, and personal experience that would provide the knowledge and skills to successfully perform the listed duties is qualifying. A typical way, but not required, to obtain the required knowledge and skills would be:~~

~~Personal experience which has provided first-hand knowledge of the problems, needs, attitudes and behavior patterns of the community served.~~

~~An understanding of the mental health client culture and community as well as challenges faced by adults/families experiencing behavioral health issues, including a culture of stigma and discrimination.~~

### **Special Requirements:**

#### High School Diploma or GED equivalent.

Possession of a class C California driver's license is required for this position.

~~Peer Services Specialists I must possess the possession of or~~ ability to obtain, certification as a Peer Specialist II by an approved CalMHSA California Department of Health Care Services certifying organization within 6 months one (1) year of employment.

After initial certification, Peer Specialist certification must be renewed every two (2) years.

### **TYPICAL PHYSICAL REQUIREMENTS**

Sit for extended periods; frequently stand and walk; normal manual dexterity and eye-hand coordination; lift and move objects weighing up to 25 pounds; corrected hearing and vision to normal range; verbal communication; use of office equipment, including computer, telephone, calculator, copiers, and FAX.

### **TYPICAL WORKING CONDITIONS**

Work is performed in office, clinic, jail, hospital, or community environments; work is performed with individuals who are chronically and persistently mentally ill, substance-abusing individuals, homeless, children and adolescents, and the elderly and who may exhibit unstable and potentially violent behavior; continuous contact with other staff and the public.