

Class Code:2508

Range: IG017

\$18.85 - \$24.07

Behavioral Health Services Peer Specialist I

*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.

DISTINGUISHING CHARACTERISTICS:

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.

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 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.
- Document all activities as required.
- Completes all required staff training 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.

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

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.

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:

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.

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.

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.

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 ability to obtain certification as a Peer Specialist II by an approved CalMHSA certifying organization within 6 months 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.

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