



TRI-STATE PEER SUPPORT TEAM

Position Announcement Peer Support Associate

Tri-State Peer Support Team seeks a Peer Support Associate. The Peer Support Associate will support and collaborate with the Executive Director. The contracted rate for the position is \$30.00/hour with the expectation of working 35 hours a week. This position may include evening and weekend hours. TSPST does not offer any benefits currently. The position reports to the Executive Director.

About Tri-State Peer Support Team

We are a multi-jurisdictional, multi-disciplinary first responder peer support team located in Southwest Ohio. Founded by first responders, everything we do is driven by our understanding of first responders. We believe peer support is the foundation for mental and physical well-being in departments. We believe in being proactive to address mental health challenges in first responders by utilizing evidence-based practices and trauma-responsive techniques to train peer supporters located in departments, and as part of our regional peer support team. We partner with local, regional and national trainers to create programs improving resilience, improving mental health, and improving overall wellness.

Listen. Respond. Refer.

These are the actions we take when called upon by local first responders and their departments. We answer the request from individuals or departments looking to understand resources, offer assistance after a potentially traumatic event/critical incident, and everything in-between.

Tri-State Peer Support Team Culture

At the Tri-State Peer Support Team, all employees are expected to strive to build authentic relationships with colleagues, volunteers, and partners that are rooted in empathy, honesty, integrity and mutual support. We are committed to recruiting and building an innovative team that is passionate, trusted, and well informed on issues critical to peer support and wellness. We believe our most valuable resource is people and invest in employees' and volunteers' growth and success. The expectation is that

one day a week would be in the office. Our office location is 1225 Birney Lane, Cincinnati, Ohio 45230.

Position Summary

The Peer Support Associate plays a supportive, coordinator, collaborator and educator role. The core function of the role is to assess and integrate peer support and wellness best practices and innovative adaptations into existing programs or programs being developed within departments. We serve Hamilton, Clermont, Butler, Warren, Brown and Adams County in Ohio. We partner with regional organizations within the Tri-State Area. The position's primary focus is development and implementation of training and technical assistance tools and resources to build peer support and wellness programs. The position will conduct outreach for partnership development with other regional peer support teams. The position works closely with the TSPST Executive Director to coordinate meeting logistics, support content development of training and materials to engage first responders for active learning, and adoption of new practices into departments. They will have problem solving skills to encourage systems change and the ability to communicate these ideas for change. The position supports the on-going work of building and sustaining peer support and wellness with our internal team and external partners and regional stakeholders.

Responsibilities and Key Activities

The Peer Support Associate will carry out the following responsibilities under the direction of the Executive Director and in collaboration with volunteers. What is described below is what is needed to be successful within the Peer Support Associate Role.

Competencies and Experiences

- Understand and employ the options for building peer support
 - Police and Fire SOP Development
 - Discuss mental health, suicide and wellness in the public safety arena
 - Develop, promote and deliver TSPST trainings
- Is comfortable talking with Command Staff, Supervisors, and frontline service professionals
- Can navigate clinical support resources including working with social workers and/or therapists to ensure clients have the resources they need
- Can assess, determine and initiate outreach to individuals and departments
- Can navigate and respond in a trauma informed way during a crisis

Organization and Orchestration

- Exhibits a Growth Mindset
- Critically examine to improve processes in real time and post-event evaluation for process improvement
- Proven ability to coordinate multiple projects on a timeline in environments requiring flexibility to manage the start-up, development, and execution of multi-stage projects

- Self-structuring with excellent follow through on assignments
- Comfortable taking direction and taking leadership role
- Effectively and quickly pivots to adapt to changing circumstances
- Fluent time management
- Comfortable problem solving independently

Communication and Relationship Building

- Centers empathy and inquiry in building relationships
- Supports project meetings inside and outside of Tristate Peer Support Team aligned to meet project deliverables
- Prepares reports and slide decks as needed for meetings
- Excellent interpersonal, organizational, and communication skills, and experience in developing and sustaining relationships with diverse volunteers and partners.
- Willing to learn from and build relationships with experts who may not be in the public safety field

Other Duties as Assigned

- The role and services provided will evolve over time and we will adapt to best meet the needs of our departments

Preferred Qualifications

- Direct experience as a First Responder for 5 years minimum. Current Certification a plus.
- Has a working knowledge of and can develop P&P; SOP; SOG
- Understand the value of mental health discussions, believes in recovery, and may have a recovery story to share
- Passionate advocate of partnering to build and sustain peer support teams in individual departments and in the region.
- Proficient with general computer skills and Microsoft Office and Google Drive, including building slide decks for presentations and/or trainings. Data collection and analysis skills a plus.
- Comfortable making presentations and doing trainings

Other Requirements

- Working Computer with Microsoft Office
- Smart Phone
- Internet Service at home office
- Reliable transportation
- Valid Driver's License
- Vehicle Insurance

Qualified applicants are considered for employment without regard to age, race, color, religion, gender, national origin, sexual orientation, disability or veteran status. We are committed to building teams that reflect the diversity of our candidates, and to

building equitable and inclusive environments that fully leverage the skills, potential, and unique perspectives of our employees.

Compensation: the contracted rate is \$30.00/hour with the expectation of working 35 hours a week. TSPST does not offer any benefits currently. We offer a \$100.00 a month technology stipend (cell phone, computer, internet access, etc.).

Questions about the position and to apply

Please submit questions to application4TSPST@gmail.com.

To apply, please submit a cover letter and resume. In your cover letter, please include how you learned about the position and what interests you in the role, along with what you have to offer and how your skills and qualifications align. Address cover letters to Hiring Committee and email with a resume to application4TSPST@gmail.com with "Peer Support Associate" in the subject line. Applications will be accepted until the position is filled. No phone inquiries will be accepted.