



A Center of Excellence That's Making a Difference

Position Title: Dyson Peer Specialist
Report to: Co-Executive Director
Employee Classification: Part-time Estimated 15 hours per week
Location: Washington, DC - Remote hires will be strongly considered.

ABOUT RIBBON

Established in 2012, Ribbon is a national nonprofit organization. Ribbon's mission is to end the racial and social disparities that rob vulnerable communities of health and wealth. We pursue this vision by operationalizing our mission to provide consultation, training, and technical assistance to health and human service organizations, networks, and individuals impacted by chronic health conditions, including HIV. We are committed to ensuring access to quality, affordable, life-saving health, and essential support services to all individuals, regardless of race, sex, gender identity, sexual orientation, age, culture, or health conditions utilizing an intersectional racial and social justice lens.

At Ribbon, we are a team of driven individuals committed to our mission and meeting the needs of our constituents. We operate in a fast-paced environment that values innovation and adaptability. Our team members are empowered to embrace change and push beyond the boundaries of what's possible in their roles. This drive for quality and impact is an essential aspect of our work culture that enables each team member to reach their full potential and contribute to our collective success.

Our expectations of all team members include working independently, in teams, and with partners while quickly adapting to unexpected work opportunities or changes. We also expect team members to lead and support work on multiple assignments within their areas of expertise. We value communication, transparency, and accountability when faced with work concerns and challenges. We welcome you to join us on this exciting journey where your ideas can shape the future and drive positive change at Ribbon.

ABOUT THE POSITION

The Peer Specialist will help successfully implement the Dyson Caregiver Program (DCG) and provide support to people living in Prince George's County and the District of Columbia. Peer Specialists provide psychosocial support and educational services to DCG participants virtually and in participants' homes. As a multi-disciplinary care team member, some of the activities you will provide community engagement and direct services, such as patient education sessions, facilitation, and one-to-one peer-based counseling. Additionally, the Peer Specialists will support program participants by providing education, social and emotional support, mentorship in improving health behaviors and identifying community resources and services to support the management of HIV care. Peer Specialists will provide virtual, in-person, and telephone support to individuals and participate in in-person and virtual small groups with other Program Staff. Like all Ribbon positions, this position will support programs and initiatives across the organization to increase skill efficiency and fill program gaps from time to time.

WE BELIEVE PEERS ADD UNMEASURABLE VALUE TO CARE TEAMS:

Peer Specialist should offer:

- Insight into the experience of living with HIV or being impacted by HIV (caregiver, family members or partners)
- Ability to share on topics such as accessing health care, healthy living and thinking, decision making and goal setting, etc.
- Compassion and empathy to help program participants with tips of disclosure, overcoming isolation, and addressing stigma.
- A unique position to develop a relationship of trust.
- An understanding of HIV and chronic disease management.

Overall roles and responsibilities include:

- Complying with all pertinent regulations under the program grant, including confidentiality
- Conducting educational support
- Teaching healthy topics to increase participants self-care management of chronic disease]
- Supporting participants with in-home and virtual health knowledge with ADL checks, vital sign review
- Supporting people living with HIV in peer-based disease management, including medication adherence
- Empowering clients to identify and address a wide range of barriers to medication adherence and healthy living
- Supporting participants in care appointment scheduling
- Supporting participants occasionally with errands, i.e. RX, groceries
- Offering social and emotional support to program participants
- Identify and encourage a stable and regular relationship with health care providers.
- Utilizing shared experiences or characteristics in constructive and supportive ways to build trust and support clients in their care.
- Participating in team meetings and ongoing training in-person and virtual.
- Act as a bridge between care providers and clients who require assistance in accessing medical, social, and mental health related services
- Conduct home visits with clients to assess their needs, safety and well-being
- Provide clients with check-in calls to provide support and to ensure clients well-being
- Other duties are assigned, as the employee may be required to participate in activities not outlined in this job description.

MINIMUM REQUIREMENTS-EXPERIENCE AND SKILLS:

- Willingness to openly share your personal experience with HIV as a person diagnosed with HIV, a family member, or partner of a person diagnosed with HIV

- Experience supporting others in managing HIV
- Pass a criminal background check
- Valid driver's license
- Reliable transportation (mileage reimbursement provided)
- Current cleared driving record
- Basic understanding of HIV
- Willingness to use one's own experience in a careful and constructive way
- Familiarity with community organizations and services available to people living with HIV/AIDS
- Good verbal and basic written skills
- Access to a laptop and have basic computer skills
- Ability to develop professional working relationships with program team members and partner agencies
- Basic online program skills i.e., Google Docs, forms,
- ***People with lived HIV experience and people aging with HIV are strongly encouraged to apply.***