



Greater Outreach Services, LLP

JOB TITLE: Qualified Professional

REPORT TO: Program Director

Compensation: \$22.00-\$25.00 per hr. depending on education/experience

Job Description:

Peer Support Services are structured and scheduled activities for adults age eighteen (18) and older with a diagnosis of Mental Health and Substance Use disorders. Peer Supports are provided by Peer Support staff. Peer Support Service is an individualized, recovery-focused service that allows individuals the opportunity to learn to manage their own recovery and advocacy process. Interventions of Peer Support staff serve to enhance the development of natural supports, as well as coping and self-management skills. Interventions of Peer Support staff may also provide supportive services to assist an individual in community re-entry following hospitalization. Peer Support Services emphasize personal safety, self worth, confidence, and growth, connection to the community, boundary setting, planning, self advocacy, personal fulfillment, and development of social supports, and effective communication skills. Services emphasize the acquisition; development; expansion of rehabilitative skills needed to move forward in recovery.

Job Duties:

- Self Help: Cultivating the individual's ability to make informed, independent choices. Helping the individual develop a network of contacts for information and support based on experience of the Peer Support staff.
- System Advocacy: Assisting the individual to talk about what it means to have a mental illness to an audience or group. Assisting the individual with writing a letter or making a telephone call about an issue related to mental illness or recovery.
- Individual Advocacy: Discussing concerns about medication with the Physician or Nurse at the individual's request. Helping the individual make appointments for psychiatric and general medical treatment when requested. Guiding the individual toward a proactive role in health care.
- Pre-Crisis and Post Crisis Support: Assisting the individual with the development of a personal crisis plan, and/or a Psychiatric Advance Directive (PAD). This includes help in developing the Wellness Recovery Action Plan (WRAP). Giving feedback to the individual on early signs of relapse and how to request help to prevent a crisis. Assisting the individual in learning how to use the crisis plan. Supporting the individual in seeking less restrictive alternatives to locked hospital facilities and Emergency Department evaluations.



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- Provide supervision for Peer Support Specialist
- Create and maintain Person Centered Planning
- Housing: Assisting the individual with learning how to maintain stable housing through bill paying, cleaning, and organizing his or her belongings. Assisting the individual in locating improved housing situations. Teaching the individual to identify and prepare healthy foods according to cultural and personal preferences of the individual and his/her medical needs.
- Education/Employment: Assisting the individual in gaining information about going back to school or job training. Facilitating the process of asking an employer for reasonable accommodation for psychiatric disability (mental health day, flex time, etc).
- Ensures linkage to the most clinically appropriate and effective services including arranging for psychological and psychiatric evaluations
- Crisis management, including crisis planning and prevention
- Provides psycho-education as indicated in the PCP
- Assists with crisis interventions
- Assists the Team Leader with behavioral and substance abuse treatment interventions
- Meals and Social Activities: To build peer relationships where eating is not the core activity offered. The focus of the meal in a social setting is skill maintenance and enhancement

Staff Requirements: graduate of a college or university with a masters degree in a human service field with less than one year of full-time, post-graduate degree accumulated MH/DD/SA experience with the population served, or a substance abuse professional with less than one year of full-time, post-graduate degree accumulated supervised experience in alcoholism and drug abuse counseling. Supervision shall be provided by a qualified professional with the population served until the individual meets one year of experience. The supervisor and the employee shall develop an individualized supervision plan upon hiring. The parties shall review the plan annually; or

(b) graduate of a college or university with a bachelor's degree in a human service field with less than two years of full-time, post-bachelor's degree accumulated MH/DD/SA experience with the population served, or a substance abuse professional with less than two years of full-time, post-bachelor's degree accumulated supervised experience in alcoholism and drug abuse counseling. Supervision shall be provided by a qualified professional with the population served until the individual meets two years of experience. The supervisor and the employee shall develop an individualized supervision plan upon hiring. The parties shall review the plan annually; or



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(c) graduate of a college or university with a bachelor's degree in a field other than human services with less than four years of full-time, post-bachelor's degree accumulated MH/DD/SA experience with the population served, or a substance abuse professional with less than four years of full-time, post-bachelor's degree accumulated supervised experience in alcoholism and drug abuse counseling. Supervision shall be provided by a qualified professional with the population served until the individual meets four years of experience. The supervisor and the employee shall develop an individualized supervision plan upon hiring. The parties shall review the plan annually; or

(d) registered nurse who is licensed to practice in the State of North Carolina by the North Carolina Board of Nursing with less than four years of full-time accumulated experience in MH/DD/SA with the population served. Supervision shall be provided by a qualified professional with the population served until the individual meets four years of experience. The supervisor and the employee shall develop an individualized supervision plan upon hiring. The parties shall review the plan annually.

Peer Support Specialist QP

Date

Manager/Supervisor

Date