



Peer Support Specialist Job Description

PRIMARY OBJECTIVE OF POSITION:

The Peer Support Specialist is a trained and certified individual with lived experience in mental health and/or substance use recovery, who provides support, mentoring, guidance, and advocacy to others facing similar challenges. Peer Support Specialists are fully integrated team members who provide highly individualized services in the community and promote client self-determination and decision making. The PSS embraces, develops, and implements recovery-based principles clients.

ESSENTIAL JOB FUNCTIONS:

- Provides peer counseling and support by drawing on common experiences as a peer to validate clients' experiences and provide guidance and encouragement to clients to take responsibility and actively participate in their own recovery.
- Serves as a mentor to clients to promote hope and empowerment for themselves
Advocates to the entire team from a mental health consumer perspective concerning clients' experiences regarding symptoms of mental illness, clients' attitudes and opinions of treatment and experiences of recovery.
- Suggests appropriate changes in treatment plans to ensure immediate and appropriate interventions are provided in response to changes in clients' mental status or behaviors that put clients at risk
- Provides work-related supportive services such as assistance securing necessary clothing and grooming supplies, wake-up calls, transportation, etc.
- Provides side-by-side services, skills teaching, support and environmental adaptations to assist clients with activities of daily living (ADLs). The ADLs may include such things as cleaning and laundry, transportation, grocery shopping and assistance with personal hygiene and grooming tasks
- Utilize electronic medical record documentation software and communicate through use of Word documents, Outlook and the Internet
- Assists and supports clients to obtain and utilize a personal primary care physician, dentist or other medical specialists as needed
- Provides side-by-side support, coaching, and encouragement to clients to socialize. This includes planning leisure time activities on weekends, evenings and holidays
- Performs on-call duties for crisis stabilization needs on a rotating basis with other PACT team members which includes nights and weekends
- Help with team Care Coordination
- Attend and participate in all required meetings unless excused by the supervisor
- Additional duties as assigned
- Must adhere to L'esprit Inc. policy and procedures including productivity and caseload
- Be aware of personal mental health needs and model a healthy lifestyle
- Be responsible for additional responsibilities as needed or assigned by supervisor
- Must adhere to L'esprit policy and procedures including productivity, caseload expectations, treatment planning, confidentiality, while following the code of ethics



EDUCATION, TRAINING, AND EXPERIENCE REQUIREMENTS:

- Certified Behavioral Health Peer Support Specialist (CBHPSS) designation
- One years' experience working in the mental health field preferred
- Ability to pass background check and driver's license check upon offer of employment.
- Montana Driver's License with good driving record - required to transport clients while on work duty

TRAINING, CONT.

Therapeutic de-escalation of crisis situations to ensure the protection and safety of the clients and staff. The training will include the use of physical and not-physical methods of managing clients and will be updated annually. Incoming employees will be trained by their L'esprit program supervisor, to include the day-to-day duties and responsibilities of their positions. These trainings will include a thorough orientation regarding L'esprit best practices on all documentation, procedures, including evidence and research-based behavior interventions and practices. L'esprit rigorous staff training ensures the provided services are delivered by a competent team of professionals who are concurrent with the most effective research-based treatment plans.