



POSITION: Peer Support Specialist – Men’s Campus (Grant Funded)

JOB FAMILY: Recovery Support Services

POSITION TYPE: Full-Time, Non-Exempt

PAY BAND: Hourly 2

REPORTS TO: Director of Recovery Support Services

RESPONSIBILITIES/SUMMARY: The Peer Support Specialist at the Men’s Campus plays a vital role in building a supportive, trauma-informed environment for participants in our long-term treatment program. With a strong emphasis on collaboration and empowerment, this position is dedicated to providing peer-driven support, particularly for individuals engaged in the MOUD (Medications for Opioid Use Disorder) program. Using their lived experience, the Peer Support Specialist serves as a beacon of hope and recovery, offering mentorship, advocacy, and practical guidance to participants as they navigate their recovery journey.

CORE COMPETENCIES (Aligned with NC Certified Peer Support Specialist Code of Ethics):

1. **Peer Support Ethics** – Maintain the highest level of professionalism and adhere to ethical standards, including confidentiality and boundaries.
2. **Recovery Orientation** – Promote self-determination and recovery through a strengths-based, person-centered approach.
3. **Advocacy** – Support participants in advocating for themselves and their needs
4. **Mentorship and Role Modeling** – Provide hope and encouragement through shared lived experiences and success in recovery.

Peer Support Specialist-Men’s Campus

Initials

5. **Cultural Competency** – Demonstrate respect and understanding of diverse backgrounds and perspectives.
6. **Interdisciplinary Collaboration** – Effectively communicate and collaborate with all departments as needed.
7. **Professional Growth** – Engage in regular supervision, continuing education, and self-care practices.

ESSENTIAL FUNCTIONS:

1. **Provide Peer-Based Support**- Offer support to participants, using personal lived experience to build hope and encouragement.
2. **Support MOUD Participants**-Engage with individuals in the MOUD program, providing education, advocacy, and encouragement around medication-assisted recovery. Maintain appropriate documentation for participants enrolled in MOUD program and provide regular reports
3. **Facilitate Linkage to Resources**-Assist participants in identifying and accessing community resources. Assist participants with accessing/obtaining necessary resources such as IDs, Medicaid, etc
4. **Advocate for Participant Needs**-Support participants in self-advocacy and help them navigate systems of care.
5. **Uphold Ethical and Professional Standards**-. Participate in ongoing training and professional development to enhance peer support skills. Provide direct support to Child & Family Specialist and Care Coordinator as needed.
6. **Serve as a Bridge Between Departments**-Offer support and guidance to all program departments to ensure a cohesive and integrated recovery experience. Work closely with other departments, including detox and emergency shelter, to assist individuals identified as needing an alternate level of care in accessing appropriate resources

REQUIRED EDUCATION AND EXPERIENCE:

1. High School Diploma or equivalent.
2. NC Certified Peer Support Specialist (or willingness to obtain certification upon hire).
3. Minimum of two years of sustained recovery and demonstrated knowledge of recovery principles.
4. Familiarity with MOUD and 12-Step recovery programs.
5. Strong communication and interpersonal skills.
6. Proficient in Microsoft Office.
7. Valid North Carolina Driver's License.

Peer Support Specialist-Men's Campus

Initials

PHYSICAL DEMANDS AND WORK ENVIRONMENT: The physical demand described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit; use hand to finger, handle, or feel; and reach with hands and arms. The employee is occasionally required to stand, walk, stoop, kneel, crouch, or crawl, and taste or smell. The employee must occasionally lift and/or move more than 30 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

LANGUAGE SKILLS: Must effectively communicate with participants, staff, and external partners. Ability to document services accurately and contribute to team discussions.

TRAVEL: This position is responsible for services at our Men’s Campus, but applicant must be able to travel back and forth between both campuses

APPROVAL SIGNATURES:

Staff Member

Date

Supervisor

Date

Executive Director

Date

Peer Support Specialist-Men’s Campus

Initials