

CVAB Peer Specialist Position Qualifications, Competencies, Responsibilities Adult Mobile Crisis Intervention Peer Team

All CVAB program staff will be able to meet the qualifications, competencies and responsibilities of the CVAB Peer Specialist (CPS). The CPS provides peer support services; serves as an advocate; provides information and support for peers in a variety of settings. The CPS performs a wide range of tasks to support peers in living their lives and directing their recovery, healing and wellness process. The CPS will model competency in recovery, healing and wellness.

Qualifications/Competencies

General qualifications for all CVAB employees:

- Have alignment with CVAB Core Values.
- Must be a positive, self-motivated individual who has demonstrated ability to work independently and well with others as a member of various teams.
- Strong interpersonal skills and ability to deal effectively with diversity of individuals at all organizational levels.
 - Ability to work in a cooperative and collaborative manner as a team member with community partners, CVAB staff and program participants.
 - Ability and experience working with people from diverse cultures.
 - Ability to form trusting and reciprocal relationships.
- Experience with or knowledge with local health and human services.
- Innovative, flexible, and willingness to work with constantly changing environment and priorities without losing enthusiasm for the organizational mission.
- Ability to work flexible hours including weekends and holidays.
- Strong written and verbal communication skills are required.
- Ability to meet timely documentation requirements.
- Ability to use a variety of computer programs and support individuals doing so.
 - A working knowledge of Microsoft Office Suite.
- Good judgment with the ability to make timely and sound decisions.
- Demonstrates attention to detail.
- Bilingual; must be able to speak, read, write and understand English.
- Lived experience of mental health and/or addictions recovery and knowledge of mental health or substance use disorders services—behavioral health services.
 - Confidence in your own wellness.
 - Includes a willingness to share your own experiences as appropriate.
 - Passion and enthusiasm for peer support and the belief that recovery is possible.

Specific Qualifications for Adult Mobile Crisis Intervention Peer Team:

- 2 years minimum in the behavioral health field.
- Washington Certified Peer Specialist with at least two years' experience working in behavioral health services.

- Awareness of crisis services operations and relationship to human services, healthcare, and law enforcement.
- Must be able to get Clark County Jail Clearance.
- Ability to work as a Certified Peer Counselor alongside clinical staff.
- Demonstrated ability complete thorough and appropriate documentation process to meet WAC.
 - Familiarity with electronic records systems.

Required Qualifications for all CVAB employees:

- Valid Washington Driver’s license, reliable transportation and appropriate insurance coverages.
 - The ability to travel within the region using CVAB approved means.
- Appropriate criminal background check clearance
- Eligibility to work in the United States is verified through the United States Citizenship and Immigration Services’ E-Verify website
- No presence on the U.S. Department of Health & Human Services, Office of Inspector General (OIG), List of Excluded Individuals/Entities (LEIE) at <https://exclusions.oig.hhs.gov/>.

A CVAB Peer Specialist should possess the following competencies:

1. An understanding of their job and the skills to do that job

- a. Understand the basic structure of the state Behavioral Health System and how it works
- b. Understand the job description
- c. Understand the meaning and role of peer support
- d. Understand the difference in treatment goals and recovery goals
- e. Be able to create and facilitate a variety of group activities that support and strengthen recovery when applicable
- f. Be able to do the necessary documentation required by the agency/program
- g. Be able to support a peer challenge negative self-talk, overcome fears, and solve problems
- h. Be able to support a peer articulate, set and accomplish his/her goals
- i. Be able to support other peers in creating their own Wellness Recovery Action Plan
- j. Be able to teach other peers to advocate for the services that they want
- k. Be able to support a peer create a person centered plan for their life

2. An understanding of the recovery process and how to use their own recovery story to support others

- a. Understand the change or recovery process and what is helpful and not helpful
- b. Understand the role of peer support at each stage of the recovery process
- c. Understand the power of beliefs/values and how they support or work against recovery
- d. Understand the basic philosophy and principles of psychosocial rehabilitation as needed
- e. Understand the basic definition and dynamics of recovery

- f. Be able to articulate what has been useful and what has not been useful in his/her own recovery
- g. Be able to identify beliefs and values a person holds that works for or against his/her recovery
- h. Be able to discern when and how much of their recovery story to share with whom

3. An understanding of and the ability to establish healing relationships

- a. Understand the dynamics of power, conflict and integrity in the workplace
- b. Understand the concept of 'seeking out common ground'
- c. Understand and apply trauma-informed peer support
- d. Understand the meaning and importance of cultural competency
- e. Be able to ask open-ended questions that relate a person to his/her inner wisdom
- f. Be able to personally deal with conflict and difficult interpersonal relations in the workplace
- g. Be able to demonstrate an ability to participate in 'healing communication'
- h. Be able to interact sensitively and effectively with people of other cultures

4. An understanding of the importance of and have the ability to take care of oneself

- a. Understand the dynamics of stress and burnout
- b. Understand the role and parts of the Wellness Recovery Action Plan (WRAP)
- c. Be able to discuss his/her own tools for taking care of him/herself

General Responsibilities

1. Using the SMART goal setting process the CPS will:

- a. Support peers in articulating personal goals for recovery and wellness.
- b. Support peers in articulating the objectives necessary to reach his or her recovery and wellness goals.

2. The CPS will successfully support and document when necessary the following by:

- a. Assisting peers in identifying strengths.
- b. Assisting peers in identifying recovery and wellness goals.
- c. Assisting peers in setting objectives.
- d. Assisting peers in identifying barriers
- e. Support peers in determining recovery and wellness interventions based on peers' life goals.
- f. Recognizing and reporting progress peers make toward meeting objectives.
- g. Understanding and utilizing specific interventions necessary to support peers in meeting their recovery and wellness goals.

3. Utilizing their specific training, the CPS will:

- a. Lead as well as teach peers how to facilitate recovery, healing and wellness support groups and classes.
- b. Support peers in creating a Wellness Recovery Action Plan (WRAP).
- c. Utilize and teach problem-solving techniques with individuals and groups.
- d. Teach peers techniques for identifying and combatting negative self-talk.
- e. Teach peers techniques for identifying and overcoming fears.
- f. Support the vocational choices peers make and support them in overcoming job-related anxiety.
- g. Support peers in building social skills in the community that will enhance job acquisition and tenure.
- h. Support staff in identifying program environments that are conducive to recovery and healing; lend their unique insight into mental illness or addiction/dependency and what makes recovery possible.
- i. Attend program team meetings to discuss peer's self-directed recovery tools.

4. Utilizing their unique recovery experience, the CPSs will:

- a. Teach and role model the value of every individual's recovery experience.
- b. Model effective coping techniques and self-help strategies.

5. The CPSs will maintain a working knowledge of current trends and developments in the mental health and addictions treatment fields through relevant material.

- a. Continue to develop and share recovery-oriented material with other CPSs.
- b. Attend relevant seminars, meetings, and trainings whenever offered.

6. The CPSs will serve as a recovery agent by:

- a. Providing and advocating for effective recovery based services.
- b. Support peers in obtaining services that suit that individual's recovery needs.
- c. Inform peers about community and natural supports and how to utilize these in the recovery process.
- d. Support peers in developing empowerment skill through self-advocacy and the use of human experience language to combat stigma.
- e. Support peers in setting up and sustaining Self-Help support groups.

CVAB AMCI Peer Duties (specific to role and team)

The CVAB AMCI Peers along with the AMCI clinicians form a team that engages with individuals and families in natural or informal settings to support them being empowered, and seeks opportunities for early interventions that prevent or reduce accessing acute crisis systems.

Supervisor: AMCI Team Leads (CVAB and CSNW)

1. The CVAB AMCI Peer will:

- a. Dispatch with CSNW clinicians.

- b. When onsite in the community, work as a team with CSNW using best practices, and provide peer and/or family support as needed.
- c. Provide follow-up services and supports to individuals/families as needed and within scope of prescribed timelines.
- d. Provide information about community resources as they support individuals/families with successful connection strategies.
- e. Work with behavioral health and other human services agencies for seamless transitions and linkage to services.
- f. Document all interventions and administrative forms in a timely manner.
- g. Collaborate with SW Crisis Services and other system partners for community outreach and education.
- h. Meet all training requirements established by CVAB including those required by relevant WAC and in conjunction with CSNW.

Special qualifications for this position may include having an active WRAP or other self-care plan.

In addition, you will be responsible for attending scheduled meetings, keeping an accurate record of your time, and any additional assigned duties.