

CERTIFIED PEER SPECIALIST

KIND OF WORK

Nonclinical peer support work.

NATURE AND PURPOSE

Under direct supervision, support individuals by providing hope, encouragement, support, self-determination, and connection to the community through their own personal story; advocate for individual's needs and rights.

EXAMPLES OF WORK (A position may not include all the work instructional units examples given, nor does the list include all that may be assigned.)

Recovery education spanning every phase of the recovery journey from pre-recovery engagement, recovery initiation, recovery stabilization, and sustained recovery maintenance.

Identify recovering persons' abilities, strengths and assets (both internal and external) and assist them to recognize these strengths and use them to achieve their goals.

Assertively support connections to community based, mutual self-help groups.

Assist recovering person to have their voice fully heard and their needs goals and objectives established as the focal point of rehabilitation and clinical services.

Link individual to appropriate professional and/or community resources when needed.

Identify community resources (communities of recovery, educational, vocational, social, cultural, spiritual resources, etc.) that support the recovering person's goals and interests. This is a collaborative effort including the recovering person, as well as staff and other relevant stakeholders.

Identify barriers (internal and external) to full participation in community resources and developing strategies, with other stakeholders, to overcome those barriers.

Develop relationships with community groups/agencies in partnership with others in the agency.

Teach recovering person, in real world settings, the skills needed to successfully use community resources. Coach recovering person in the independent use of community supports.

Facilitate the transition from a professional directed service plan to a self-directed Recovery Plan. The goal should be to transition from professionally assisted recovery initiation to personally directed, community supported recovery maintenance.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Coaching principles sufficient to motivate and guide employees.

Positive support principles and techniques sufficient to coach assigned individuals.

Planning principles sufficient to ensure that an integrated program of daily activities is developed with assigned individuals to support them in meeting their goals.

Sufficient knowledge and understanding of community resources to identify referrals.

Person-centeredness to ensure delivery of services through an understanding of and respect for individual preferences and needs.

Skill in:

Sharing personal recovery experience to inspire recovery in the lives of assigned individuals.

Ability to:

Develop person-centered support plans that use Positive Support principles and practices, including Person-Centered Thinking and Planning, Positive Behavior Support, and recovery-oriented supports.

Recognize the strengths and gifts of individuals and will creatively enhance people's ability to lead a self-determining life. Employees will be able to appreciate and facilitate relationships and community connections.

Communicate effectively to promote among team members a shared understanding of support goals and implementation of methods.

Anticipate, and be proactive in addressing, evolving customer/client needs, and to keep pace with a developing service delivery system and workplace.

Effectively intervene to prevent and to respond to crisis in the community.

Use a variety of effective strategies responding to the individual's needs in a respectful and professional manner.

Be sensitive to and respectful of cultural and other differences when carrying out job responsibilities and interacting with others.

LEGAL OR LICENSURE REQUIREMENTS (These must be met by all employees prior to attaining permanent status in the class.)

Per Minnesota Statutes, positions in this classification require certification

Class Est.: 11/10
Revised: 2/19/19

T.C.:
Former Title(s):