



Job Announcement: Chrysalis, Inc. is seeking a new Vocational Peer Support Specialist (Full-Time - approximately 40 hours per week) to join our growing staff of community support specialists.

Chrysalis, Inc promotes community mental health and substance use recovery in Dane County, WI by supporting work opportunities that encourage hope, healing, and wellness.

Chrysalis practices the following recovery principles:

- Participants determine their own path.
- Participants can and do overcome obstacles.
- Recovery focuses on people's entire lives, including mind, body, spirit and community.
- Peer Support or mutual support plays an important role in recovery.
- There are multiple pathways to recovery based on participant's unique strengths, preferences, experiences and cultural backgrounds.
- Recovery isn't a step-by-step process, but one based on continual growth, occasional setbacks and learning from experience.

Chrysalis works to address inequities and oppression in our community by promoting the following values;

- Celebrating the strengths that come from diverse experiences and preferences.
- Welcoming anyone at any stage in their mental health recovery journey.
- Recognizing people have the power to reach their individual goals and grow in various aspects of their life.
- Promoting inclusivity in the community by supporting meaningful work opportunities, and partnerships.
- Utilizing cultural humility to provide appropriate interventions that support the recovery and healing of those we serve.

In the role of Vocational Certified Peer Support Specialist, you are responsible for providing 1:1 direct support services to participants living with persistent mental health and/or substance use challenges within the community. Vocational Peer Specialists provide individual coaching and encouragement to their peers who are working on their vocational goals and function as role models demonstrating techniques in recovery and ongoing coping skills through the following examples:

- Lending their unique insight into mental health and/or substance use and what makes recovery possible.
- Cultivating empowering and supportive relationships with peers that promote self-advocacy and stigma busting activities.
- Supporting the peer on problem solving techniques when barriers come up around goals.
- Helping peers identify and work through negative self-talk.
- Encouraging increased social skills in the community and various other skills to support success within the workplace and in the community.



- Walking side by side while peers obtain services and information that suit that individual's recovery needs when requested
- Attending Recovery Team meetings to promote self-determination as a guiding ethical principle and to educate about the peer support movement.
- Supportive with completing job applications, building resumes, and exploring finding a connection with something bigger than yourself.
- Seeking to understand the role culture, community, and identity play in peers' lives.

Our Vocational Peer Specialists, as contract service providers, are therefore responsible for keeping all service documentation accurate and submitted within established timeframes, including: Progress notes, hour logs, monthly reports, and participant release of information.

#### Essential Qualifications:

1. Currently a Wisconsin Certified Peer Specialist (exam passed and certificate active)
2. Strong commitment to principles of recovery and person-centered services
3. Knowledge of federal and state laws governing the handling of confidential information
4. Highly computer literate (i.e., in Google or Microsoft Word, Excel, & PowerPoint)
5. Ability to evaluate and problem solve about mental health and job-related concerns
6. Creative, organized, efficient, flexible/adaptable, takes initiative, with the ability to work independently and part of a team
7. Ability to create and maintain professional boundaries
8. Valid driver's license, access to a car to use for work, and automobile insurance.

Work Conditions: Staff provide 65% of their time delivering services in the community in various locations. May include residential settings, treatment centers, and participant's places of employment. Staff are expected to travel throughout Dane County and transport participants when appropriate. We have a shared office setting in Downtown Madison promoting opportunities for communication and collaboration with co-workers. The regular work week is Monday through Friday with scheduling flexibility to meet staff and program needs. Staff create their own schedule with participants they work with and will attend weekly supervision, team and monthly all-staff meetings. Each day may look different based on specific job responsibilities and participant's needs. Accommodations are available upon request.

Population Served: Chrysalis participants have a wide array of different backgrounds and experiences. Staff are expected to be comfortable and culturally competent to work with individuals with a variety of identities. For example and not limited to;

1. Mental Health and Addiction Diagnosis
2. Current Substance Use
3. Justice System Involvement
4. Multi-cultural Identities
5. LGBTQIA2+
6. Varied Levels of Engagement in Services



Hours: 8:30-4:30, Monday – Friday; flexible scheduling available, work schedule may vary at times to include some evening or weekend hours to meet participant or agency needs

Benefits:

- Health and Dental Insurance
- Short and Long-term Disability Insurance
- Life Insurance
- Retirement Plan
- Paid Time Off
- Paid Holidays
- Flexible scheduling
- Training opportunities and professional development
- Mileage reimbursement

Salary Range: \$41,600 – \$55,000 annual starting salary (commensurate with qualifications/experience)

To apply for this opening, please submit a 1) A cover letter and 2) Your most up to date resume to Amy Holste – Director of Human Resources via e-mail – [hr@workwithchrysalis.org](mailto:hr@workwithchrysalis.org)  
Email or Call (608) 716-1566 with questions

Applications due by March 4th, 2024. Estimated start April 2024.

EEOC Statement: Chrysalis is a long standing equitable and inclusive workplace. We actively work to dismantle persistent systems of racial and social oppression. We commit to cultivating a workplace culture that is free from harm and discrimination. We embody a community of people with diverse lived experiences and racial identities. Our organization values individualized support, community care, and collective decision making practices.