

Dane County

Peer Support Specialist

SALARY	\$31.19 - \$39.56 Hourly	LOCATION	Madison, WI
JOB TYPE	Full time (1.0FTE)	JOB NUMBER	2024-00185
DEPARTMENT	Human Services Department	OPENING DATE	06/07/2024
CLOSING DATE	6/28/2024 11:59 PM Central	FLSA	Non-Exempt
BARGAINING UNIT	1871		

Description

The Dane County Department of Human Services has two (2) full time (1.0 FTE) vacancies for Peer Support Specialists. The Eligibility Lists created from these postings may be used for the next six (6) months.

Equity, Definition and Examples of Duties

COMMITMENT TO EQUITY AND INCLUSION

As an employer, we strive to provide a work environment where diversity and differing opinions are valued, creativity is encouraged, continuous learning and improvement are fostered, teamwork and open/honest communication are encouraged, and meeting customer needs through quality service is a shared goal. All employees must be able to demonstrate multicultural competence – the awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways. Applicants from traditionally underrepresented populations including women, racial and ethnic minorities, and persons with disabilities are especially encouraged to apply.

DEFINITION

The Peer Support Specialist is an active member of the Behavioral Health Resource Center (BHRC) team, which connects Dane County residents with the behavioral health care they need. The Peer Support Specialist is a professional with personal lived experience with mental health or substance use challenges. The Peer Support Specialist uses their unique lived experience, training, certification in the peer specialist model of behavioral health-oriented peer support, and continuing education to support people with similar lived experience. Peer support at the BHRC is transitional support typically lasting 4-6 months. The goal is to support the peer in the emotional and practical challenges of navigating the behavioral health system. Under general supervision, the Peer Support Specialist will bring their lived experience and knowledge to inspire hope and recovery with a focus on peer empowerment, relationship, connection to resources, and community.

EXAMPLES OF DUTIES

Working alongside BHRC case managers, support the recovery goals of peers seeking assistance from the BHRC when appropriate and requested; with the peer's permission, skillfully and intentionally share one's recovery story and use lived

experience as a way of inspiring hope and supporting a person living with behavioral health concerns; assist peers to understand the purpose of peer support and the recovery process; support the peer's exploration of information and options regarding community and recovery-oriented resources; bridge gaps and delays in connecting with services; serve as a validating and non-judgmental resource to peers through active listening, authentic engagement, reassurance, and compassion; support peers in articulating personal goals for recovery and developing recovery plans; elevate the voice of peers in accessing services and supports; value self-determination as a guiding ethical principle which honors individuals for taking charge of their own lives; support peers, work collaboratively with other team members; provide active and back up phone peer consultation and drop-in support for BHRC consumers; document all calls, contacts, referrals and activities in database or record keeping system; coordinate and facilitate peer-led groups that promote wellness, independence, self-direction, and recovery; participate in community outreach activities to provide information and promote BHRC services as assigned; serve on workgroups and committees as assigned, perform other tasks as assigned.

Education, Experience & Special Requirements

Requires a high school diploma or GED, personal lived experience as a person with mental health, and/or substance use challenges, of receiving behavioral health services, and of being in personal recovery; a willingness to self-identify as a person with such lived-experience and to share that experience with peers AND one (1) or more years of experience (volunteer or professional), in a supportive, helping or human service capacity. Also requires completion of WI State Certified Peer Specialist training prior to employment.

Certifications/Licenses:

Requires certification in the State of Wisconsin as a Peer Specialist within six months of employment.

Special Requirements:

Must have a valid driver's license, or access to reliable personal transportation or equivalent, which would allow for providing services in a variety of locations throughout Dane County. Availability to occasionally work as required during nights, weekends, holidays, and special events in order to provide access to support services outside of regular working hours, and at a time that participating peers are available.

Background Check Statement: Wisconsin's Fair Employment Law, s. 111.31 – 111.395, Wis. Stats., prohibits discrimination because of an arrest or conviction record. Some positions may require a criminal background check which can include fingerprinting due to the nature of the job's responsibilities. However, Dane County may disqualify an applicant if the position's responsibilities are substantially related to the applicant's criminal history (e.g., the nature of the crime and its relationship to the position, whether hiring, transferring or promoting an applicant would pose an unreasonable risk to the business, its employees, customers and vendors, etc.). Dane County reserves the right to make employment contingent upon successful completion of the background check.

For Bilingual Positions:

1. Provide services in both English and the required foreign language (e.g., Spanish, Hmong, etc.).
2. Applicants being considered for Bilingual positions will be tested during the recruitment process. This may consist of either being able to respond to questions in that language (e.g., Spanish, Hmong, etc.) during the interview; or passing an oral translation (English to foreign language / foreign language to English) exam prior to employment.

Physical and Environmental Work Requirements:

Professional office and community-based work environment. Work involves walking, sitting, standing, bending, stooping, twisting, turning, lifting, carrying, pushing, pulling, grasping, and reaching within normal ranges. Prolonged computer and phone use. Manual dexterity using fine and gross motor skills. Ability to speak and be heard by others. Ability to see and hear within normal ranges with or without corrective devices.

Knowledge, Skills & Abilities

Ability to engage and work with people from diverse ethnic and cultural backgrounds with understanding, empathy and respect for individuals. Ability to practice cultural humility, that is, self-reflection and a willingness to learn from others, focused on how one's own customs values, and beliefs and those of others, impact engagement and successful peer support. It means entering a relationship with another person with the intention of honoring their customs values. Ability to listen to and understand with accuracy the person's perspective and experience. Ability to elicit a person's perspective, experiences, goals, dreams, and challenges, and to recognize and affirm a person's strengths. Ability to foster engagement in recovery as defined by the person, and support the concept of multiple paths to recovery. Ability to use the computer to document case notes and activities. Effective written and verbal communication skills. Knowledge of the core competencies, principles and values, scope of practice, and ethics that guide and promote best practices in peer support. General knowledge of mental health and substance use challenges and their impact on recovery. Knowledge and skill to teach and engage in basic problem-solving strategies that support peers in self-directed recovery. Knowledge of appropriate recovery resources, including basic needs, medical, behavioral health; ability to facilitate referrals; and to support a peer's ability to find and utilize resources. Knowledgeable of the ethics, boundaries, power, privilege, and control issues unique to the culture of the peer and the Peer Specialist role. Knowledge of the impact of discrimination, marginalization, oppression, internalized stigma and shame on the process of recovery.

Benefits

Become a part of the Dane County Team!

We offer a wide range of benefits including fully paid dental and HMO health insurance premiums for full time employees/pro rated for part time employees. The County will also provide contributions towards POS health insurance premiums and short/long term disability. Additional benefits available include long term care, vision coverage, flex spending account and deferred compensation programs paid in full by the employee and a wellness program. For further details on insurance benefits visit

<https://admin.countyofdane.com/employee-relations/active-employee>

Bilingual Pay: Employees who work in bilingual designated positions receive an additional \$2.00 per hour.

Undesirable Hours Premium Pay: Employees may receive undesirable hours pay of \$2.00 for anytime worked between 6:00 p.m. and 6:00 a.m and for anytime on Saturday and/or Sunday. (not applicable with all employee groups).

Paid Parental Leave: Dane County also provides 12 weeks of paid parental leave for birth or adoption of a child.

Caregiver Leave: Dane County offers 80 hours of paid leave to care for an ill family member.

Telecommuting: Telecommuting allows employees to work remotely for all or part of their workweek. Dane County considers telecommuting to be a viable, flexible option when both the employee and the job are suited to such an arrangement. Dane County will permit telecommuting when it benefits the productivity of the employee and their department and if determined by employee's department that telecommuting is not detrimental to either the County or the employee.

Student Loan Forgiveness: If you are employed by a government or not-for-profit organization, you may be able to receive loan forgiveness under the Public Service Loan Forgiveness (PSLF) Program.

WI Retirement System: Employees hired after 7-1-11 must be expected to work a minimum of 1200 hours annually to be enrolled in the Wisconsin Retirement System when hired.

Like our Facebook page: <https://www.facebook.com/DaneCountyEmployeeRelations/>

Dane County participates in E-Verify. For more information see the Notice of E-Verify Participation and Right to Work posters here" and then the 'here' links to this page: <https://admin.countyofdane.com/employee-relations>

Agency

Dane County

Peer Support Specialist Supplemental Questionnaire

*QUESTION 1

The Dane County Behavioral Health Resource Center (BHRC) is recruiting for the position of Peer Support Specialist. The Substance Abuse and Mental Health Services Administration's (SAMHSA) definition of a peer support worker is "someone with the lived experience of recovery from a mental health condition, substance use disorder, or both. They provide support to others experiencing similar challenges." Do you meet SAMHSA's definition of peer support worker?

- Yes
- No

*QUESTION 2

Do you have a high school diploma or GED?

- Yes
- No

*QUESTION 3

Do you possess the equivalent of one (1) year of full-time experience (volunteer or professional), in a supportive, helping or human service capacity?

- Yes
- No

*QUESTION 4

Please explain how you meet/exceed this experience requirement. Please also identify the target population(s) and your primary role(s).

*QUESTION 5

Have you completed a WI State Certified Peer Specialist Training?

- Yes
- No

*QUESTION 6

THIS QUESTION IS GRADED. Please describe the training and education you have completed related to the provision of peer support services. This may include pre-service training and education, formal training programs or continuing education. Describe any certifications you have received related to the provision of peer support services.

*QUESTION 7

THIS QUESTION IS GRADED. Please describe your background and experience related to the provision peer support services with peers experiencing mental health or substance use concerns. Please include job titles, responsibilities, and

dates. Describe how you have (or will) use your personal lived experience to support peers interacting with behavioral health services.

***QUESTION 8**

THIS QUESTION IS GRADED. The mission of the BHRC is to connect Dane County residents with the behavioral health care they need. The staff provide information about mental health, substance use and related resources in Dane County. BHRC Staff help people navigate the BH system and identify and remove barriers to getting the services they need. The Peer Support Specialist is an active part of the BHRC and approaches the mission from the perspective of peer support, lived experience and recovery. Describe your knowledge of and experience with the Dane County behavioral health system. Identify specific resources available in both the public and private sector adults with mental health and substance use concerns.

* Required Question