

## **Peer Support—Peer Bridger**

### **Position Qualifications, Competencies, Responsibilities**

All CVAB program staff will be able to meet the qualifications, competencies and responsibilities of peer support. All staff provide peer support services; serve as an advocate; provide information and support for peers in a variety of settings. The Peer Support-Peer Bridger performs a wide range of tasks to support peers transitioning out of institutions and in living their own lives and directing their own recovery, healing and wellness process. The Peer Support-Peer Bridger will model competency in recovery, healing and wellness.

The Peer Bridger supports the transition from Western State Hospital to the Southwest Washington community. The transition from the hospital or long-term inpatient stay back to the community can be stressful and confusing. Like many people, peers in recovery have experienced the uncertainty and insecurity of change. The Peer Bridger provides supportive assistance and empowers individuals who are being discharged from the structured environment of hospitalization.

### **Qualifications**

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#### ***General qualifications for all employees:***

1. Alignment with agency Core Values.
2. Positive, self-motivated, and able to work independently and well with others as a member of various teams.
3. Innovative, flexible, and willing to work with a constantly changing environment and priorities without losing enthusiasm for the organizational mission.
4. Good judgment and the ability to make timely and sound decisions.
5. Attention to detail and able to meet timely documentation requirements.
6. Strong interpersonal skills and able to work effectively with diversity of individuals at all organizational levels.
  - a. Able to work in a cooperative and collaborative manner as a team member with community partners, coworkers, and program participants.
  - b. Able to work with people from diverse cultures.
  - c. Able to form trusting relationships.
7. Experience with or knowledge of agency services and local health and human services.
8. Strong written and verbal communication skills, including the ability to read, write, and speak English. Being bilingual is preferred but not required.
9. Lived experience of mental health and/or substance use recovery and knowledge of mental health or substance use disorders services—behavioral health services.
  - a. Confident in your own wellness.
  - b. Able to draw on your own experience and willing to share it as appropriate.
  - c. Passion and enthusiasm for peer support and the belief that recovery is possible.
10. Able to use a variety of computer programs and support others in doing so.
11. Working knowledge of Microsoft Office Suite and other data systems.
12. Able to work flexible hours that may include weekends.
13. Able to travel within the region using approved means.
  - a. Valid Driver's license, reliable transportation, insurance coverage, and appropriate driving record.
14. Degree or credentials required for the specific position.
15. Appropriate criminal background.

16. Eligible to work in the United States as verified through the United States Citizenship and Immigration Services' E-Verify website.
17. 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/>.

***Specific to Peer Support-Peer Bridger:***

- Prefer 2 years minimum in the behavioral health field.
- Must be a Washington Certified Peer Counselor with the ability to obtain a Department of Health Agency Affiliated Counselor credential upon hire.
- 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 Hospital staff, BH-ASO and MCO staff, and program participants.
  - Ability and experience working with people from diverse cultures.
  - Ability to form trusting and reciprocal relationships.
- Experience with state Hospital system.
- Ability to travel outside of Clark County region in vehicle and stay in public hotels/lodging.

## **Competencies**

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***A CVAB Peer Support should meet the following competencies:***

1. An understanding of their job and the skills to do that job
2. Meet the competencies as outlined in *Core Competencies for Peer Workers in Behavioral Health Services*. [SAMHSA: [https://www.samhsa.gov/sites/default/files/programs\\_campaigns/brss\\_tacs/core-competencies\\_508\\_12\\_13\\_18.pdf](https://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/core-competencies_508_12_13_18.pdf) ]

## **Responsibilities**

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***General responsibilities of all employees:***

1. Serve as a recovery agent:
  - a. Support and role model the value of every individual's unique recovery experience.
  - b. Provide and advocate for effective recovery-based services.
  - c. Develop and share recovery-oriented material with peers and team members.
  - d. Know the elements of SAMHSA's Working Definition of Recovery and Wellness Domains and their application in peer support.
  
2. Understand and support the Aspects of Our Culture:
  - a. Communicate and be an example of our Core Values.
  - b. Maintain our unique approach to supporting other.
  - c. Support being a team of teams
  - d. Provide context for empowering the teams and team members, and not exercising unnecessary control.
  - e. Ensure their teams are highly aligned with strategic goals of agency, and support loosely united tactics to accomplish the goals.
  - f. Effectively use platform operating systems.

- g. Use *Our Path to a Healthy Community* to plan actions to meet needs and support team and peer outcomes.
3. Act as an effective team member:
- a. Communicate effectively with other team members and maintain positive working relationships throughout the organization.
  - b. Maintain a working knowledge of current trends and developments in the behavioral health treatment fields.
  - c. Participate in relevant meetings, events, and trainings when appropriate.
  - d. Document services and supports as necessary and in a timely manner.
  - e. Keep an accurate record of your time.
  - f. Perform other duties as assigned.

*Specific responsibilities of Peer Support-Peer Bridger:*

1. Provide quality services to individuals in various in-patient and community settings.
2. When onsite with individuals, use best practices and provide peer support as needed.
3. Provide support in alignment with the practices of peer support and Peer Bridger contract.
4. Provide follow-up services and support to individuals as needed.
5. Provide information about community resources as they support individuals with successful connection strategies.
6. Work with behavioral health and other human services agencies for seamless transitions and linkage to services.
7. Provide necessary support to individuals for obtaining and sustaining a healthy home environment including activities for daily living.
8. Develop and maintain professional relationships with community, facility and government agencies.
9. Document all interventions and administrative forms in a timely manner.
10. Follow all CVAB policies and practices.
11. Follow all Peer Bridger guidelines.
12. Collaborate with other CVAB programs and other system partners for community outreach and education.
13. Meet all training requirements established by CVAB including those required by relevant WAC and in conjunction with Peer Bridger Contract.
14. Other duties as assigned.