



## PEER SUPPORT SPECIALIST

### + Position Summary

The Peer Support Specialist is an individual with lived experience in recovery from substance use and/or mental health challenges who uses their personal journey to support others in achieving and maintaining recovery. This role is grounded in the principles of mutuality, empowerment, and hope, and focuses on helping individuals navigate systems of care, build recovery capital, and improve overall wellness.

Peer Support Specialists serve as a bridge between individuals, communities, and services—helping to reduce barriers, foster connection, and promote long-term recovery.

### + Essential Job Functions

- Provide one-on-one peer support, mentorship, and encouragement to individuals in various stages of recovery
- Share lived experience appropriately to inspire hope and model recovery
- Assist individuals in setting and achieving personal recovery goals
- Support individuals in navigating healthcare, social services, housing, employment, and community resources
- Facilitate or co-facilitate peer-led support groups and recovery-oriented programming
- Promote harm reduction strategies and wellness practices
- Advocate for individuals' needs and self-determination
- Maintain accurate and timely documentation in accordance with organizational and funding requirements
- Collaborate with multidisciplinary teams to support holistic care
- Participate in outreach and community engagement efforts

### + Education and Experience

- Must be a North Carolina Certified Peer Support Specialist or have completed the required training and be awaiting certification.
- Lived experience with substance use and/or mental health

### + Program Integration

Peer Support Specialists may be integrated across a wide range of programs and service environments within the organization. These may include, but are not limited to:

- Recovery community centers
- Harm reduction programs
- Mobile outreach units
- Clinical and treatment settings (PHP, outpatient, inpatient, detox)

- Transitional and recovery housing programs
- Reentry and justice-involved initiatives
- Workforce development programs
- Community-based outreach and disaster response efforts

This role is adaptable and may be embedded within interdisciplinary teams to enhance engagement, retention, and recovery outcomes across all service areas.

## **+ Work Environment & Expectations**

- Flexible work settings depending on program placement
- May include field-based work, transportation of participants, and non-traditional hours
- Must adhere to organizational policies, including confidentiality (HIPAA and 42 CFR Part 2 where applicable)
- Ongoing participation in supervision, training, and professional development

## **+ Core Competencies**

- Empathy and active listening
- Cultural humility and trauma-informed care
- Ethical decision-making and confidentiality
- Adaptability across diverse settings and populations
- Team collaboration and systems navigation

## **+ Impact**

Peer Support Specialists play a critical role in transforming systems of care by centering lived experience, reducing stigma, and ensuring that individuals seeking recovery support do not fall through the cracks. Their presence strengthens engagement, builds trust, and creates pathways to sustained recovery and wellness.