



Position Title: Peer Support Specialist
Reports To: Clinical Program Manager
Location: Hybrid
Employment Type: Full-time, Non-exempt
Hours: Up to 40 per week
Pay Range: \$21 - \$26
Last Revision Date: 12/2024

Benefits

This position is eligible for the following benefits: 100% Employer Paid Health, Vision, and Dental Insurance Plans Available, Health Savings Plan Available, 401(k) Plan Matching, Paid Sick Time, Paid Vacation Time, 13 Paid Holidays, and 3 days of Paid Bereavement Leave.

Organization Background

The mission of Painted Brain is to create lasting community-based solutions to mental health challenges and the impact of social injustice through arts, advocacy, and enterprise. Painted Brain is an innovative peer-run mental health arts and tech forward organization that uses a peer model focus on recovery. Painted Brain defines a peer as any person with lived mental health challenges and or trauma including but not limited to: social injustice, interpersonal violence, and/or societal exclusion. Our primary focus over the years has always been using the arts to help people learn to interact socially and effectively while experiencing the impacts of trauma, psychosis, depression, autism, anxiety, and other unwanted mental experiences.

Position Summary

Under the supervision of the Program Manager, the Peer Support Specialists will be expected to work with individuals, families, and groups, providing outreach and non-clinical forensic treatment services and/or emotional support through various modalities such as 1:1 peer support sessions, group sessions, and sessions hosted in person, by telephone and/or online. The group counseling sessions will be regularly held group meetings focused on specific topics led by at least one support specialist.

Key Responsibilities

Peer Support and Engagement

- Facilitate one-on-one and group sessions with program participants for emotional and social support.
- Build and maintain trusting relationships with program participants by sharing personal lived experiences to foster hope and recovery.
- Conduct community outreach to educate the general community about Painted Brain Peer Support Programs and connect with program participants.

Advocacy and Resource Navigation

- Represent Painted Brain in the community and assist participants in navigating community resources with other agencies and partners.
- Advocate for participants to access necessary services and address systemic barriers.

Program Support and Collaboration

- Collaborate with Peer Support Specialists and Supervisor(s) to coordinate and facilitate participant activities and programming.
- Provide written documentation of outreach engagements and individual and group sessions through Electronic Health Record systems.
- Participate in regular team meetings, supervision, and training.

Qualifications

- High School diploma or equivalent; advanced education in related fields is a plus.
- Peer Training & Certification
 - Certification as a Peer Support Specialist (CMPSS)
 - OR 80-hour Medi-Cal Peer Support Specialist Certificate training (Certificate of Completion required)
 - OR Training/Certification in-progress
- Have Personal Lived Experience: be self-identified as having experience with the process of recovery from a mental illness or substance use disorder, either as a consumer of these services or as the parent, caregiver or family member of a peer.

Other Knowledge, Skills and Abilities Required

- Strong interpersonal and communication skills, with empathy, patience, and the ability to build rapport quickly.
- Organizational skills for tracking participant progress and documenting interactions.
- Maintain HIPAA compliance and protect sensitive information.
- Proficient with Google Workspace applications, mobile devices, and digital platforms for data collection and communication.
- Have knowledge of the California Human Services landscape, community mental health systems, forensic treatment services, and trauma-informed care practices.
- Professional demeanor while representing the organization at meetings, events, or client sites.
- Ability to work collaboratively with diverse teams and stakeholders in-person and remotely.
- Ability to work with staff and community members from diverse racial, sexual orientation, gender identity and cultural and socioeconomic backgrounds, including populations with re-entry, mental health, and substance use challenges.

Preferred - Non-Essential Qualifications - Knowledge, Skills, and Abilities

- At least two (2) years of experience in case management.
- At least one (1) year running group mental health services.
- Experience working with the justice-involved population.
- Knowledge on how to use Electronic Health Record (EHR) systems.

Work Environment

- This position requires a mix of remote work, in-person community engagement, and occasional travel to multiple locations as needed.
- The working conditions for this position are Hybrid.
- Ability to work some evenings and weekends as needed.

- Follow safety standards and protocols.
- Regular and predictable attendance is required.
- Employees may be asked to perform other duties as assigned.

General Travel Expectations

- Ability to travel locally to various locations as needed, typically within 10-50 miles of the primary work location. Transportation is not to be provided by Painted Brain, however mileage reimbursements are available for eligible travel.
- Travel may be required on short notice, and may include evenings or weekends.

Physical and Endurance Requirements

- Ability to remain seated for extended periods, during driving or public transit commutes.
- Ability to carry personal items or job-related materials weighing up to 20 pounds.

Scheduling and Time Management

- Flexibility to adjust schedules to accommodate travel requirements without significant disruption to work responsibilities.
- Strong time management skills to balance travel with other job duties..

Physical Requirements

- Ability to sit, stand, or walk for extended periods.
- Ability to bend, kneel, crouch, or reach as needed for tasks such as filing, organizing, or setting up equipment.
- Ability to climb stairs or use ramps when elevators are unavailable.
- Capacity to lift and carry objects weighing up to [insert weight, e.g., "20 pounds"].
- Ability to push or pull carts, equipment, or materials, if applicable.
- Adequate vision for tasks requiring focus, such as reading documents, screens, or labels.
- Hearing ability sufficient for understanding verbal communication in person, over the phone, or via video conferencing.
- Ability to respond quickly to emergencies, such as evacuating a building or assisting others in need.
- Physical readiness for occasional high-energy demands, such as helping set up events or responding to critical situations.

Mental Requirements

The incumbent in this position must be able to accommodate all of the following: constant distractions, interruptions, uncontrollable changes in priorities/work schedules, processing information, and handling stress. There may be exposure to inappropriate behavior and/or the language of those being served at times.

The requirements above are representative of the knowledge, skills, and/or abilities required for successful performance of the essential duties. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The inability to cope with a stressful work environment does not constitute a protected disability.

Painted Brain is an Equal Opportunity/Affirmative Action Employer

All opportunities at Painted Brain are contingent upon the successful completion of a criminal background check and verification of any applicable degree or license. If the position requires driving, a valid driver's license, a motor vehicle clearance, and proof of auto insurance are required at the time of employment and must be maintained throughout employment.