

## **PEER ADVOCATE**

**JOB CODE:** 5500  
**DEPARTMENT** Tioga County Department of Mental Hygiene  
**CLASSIFICATION:** Competitive  
**SALARY:** CSEA SG VI  
**ADOPTED:** Reso. 252-19, 09/14/19; Revised 03/20 – Tioga County Department of Personnel

**DISTINGUISHING FEATURES OF THE CLASS:** The work involves assisting clients define personal recovery goals and determining individual objectives. Through various support services, the Peer Advocate will work to increase the client's involvement in treatment, life planning and decision making. The Peer Advocate works to assist clients to increase access to appropriate services and support programs while decreasing the need for potential future acute services. By sharing personal experiences, the Peer Advocate provides modeling and social learning to assist clients in developing recovery skills. Work is performed under the direct supervision of the Clinical Program Director. Performs related duties as required

### **TYPICAL WORK ACTIVITIES:** (Illustrative Only)

- Provides education and support by engaging individuals throughout recovery process which includes, but is not limited to: pre-recovery, recovery initiation, recovery stabilization, and sustained recovery maintenance;
- Completes required documentation in the electronic health record;
- Serves as a model to both people in recovery and staff members by demonstrating that recovery is possible;
- Assists recovering persons to identify their personal interests, goals, strengths and weaknesses regarding recovery;
- Assists/coaches recovering persons develop their own plan for advancing their recovery;
- Promotes self-advocacy by assisting recovering persons in having their needs, goals and objectives established as the focal point of rehabilitation and clinical services;
- Actively identifies and supports linkages to community resources (communities of recovery, educational, vocational, social, cultural, spiritual resources, mutual self- help groups, professional services, etc.) that support the recovering person's goals and interests;
- Supports connections to community based, mutual self-help groups;
- Links individuals to appropriate professional resources when needed;
- Provides vision-driven hope and encouragement for opportunities at varying levels of involvement in community based activities (e.g., work, school, relationships, physical activity, self-directed hobbies, etc.);
- Develops relationships with community groups/agencies in partnership with others in the agency;
- Visits community resources with recovering persons to assist them in becoming familiar with potential opportunities;
- Identifies barriers (internal and external) to full participation in community resources and developing strategies to overcome those barriers;
- Transports clients to services as needed and indicated in client's treatment plan;
- Provides off-site face to face peer services to recovering persons in various settings such as emergency rooms, hospitals, jails and in their homes as needed;
- Maintains contact by phone and/or e-mail with recovering person after they leave the program to insure their ongoing success and to provide re-engagement support in partnership with others in the agency if needed;
- Provides long-term engagement, support, and encouragement.

## 2. Peer Advocate

**FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:** Working knowledge of the role of Peer Services in the recovery process; working knowledge of the various agencies providing intervention and therapeutic services to substance abusers; ability to work cooperatively and effectively with professional colleagues and other professional groups; good judgment in dealing with people; ability to establish a rapport with substance abuse clients, educators, mental health professionals, criminal justice officials and the general public; ability to provide positive role model and motivate clients; ability to understand and carry out oral and written instructions in a discrete manner; ability to maintain confidentiality; neat appearance; physical condition commensurate with the demands of the position.

**MINIMUM QUALIFICATION:** Graduation from High School or possession of a NYSED approved High School Equivalency (HSE) and possession of a Certified Recovery Peer Advocate – Provisional certification (CRPA-P).

**SPECIAL REQUIREMENTS:** Unless otherwise indicated, certification as a Certified Recovery Peer Advocate, as recognized by New York State Office of Alcoholism and Substance Abuse Services (NYS OASAS) must be obtained within one (1) year from date of hire. The incumbent must maintain said certification throughout employment. Possession of a valid New York State Driver's License is required at time of hire and must be maintained throughout employment.