



## CHIPPEWAS OF NAWASH UNCEDED FIRST NATION

### Peer Support Worker

**Department:** Health & Wellness  
**Program:** Wellness  
**Report To:** Case Manager  
**Term of Employment:** Full-time Permanent  
**Hours of Work:** 30 hours per week  
**Level:** Level 2 (\$20.35 - \$25.30)

#### **JOB PURPOSE**

Under the direct supervision of the Case Manager, the Peer Support Worker through their own lived experiences with concerns such as addiction and/or mental illnesses and homelessness/poverty offers their life experience in the long-term recovery of clients. The Peer Support Worker is part of the Wellness Team to support clients which in turn supports treatment goals.

#### **KEY DUTIES AND ACCOUNTABILITIES**

- Function as a role model to peers exhibiting competency in personal recovery and use of coping skills
- Provide emotional support to individuals in the community who may be experiencing mental health challenges, substance abuse issues, or other personal difficulties
- Actively listen, validate their feelings, and offer non-judgemental support and/or resources if asked
- Initiate, establish and maintain relationships with peers while developing trust and rapport
- Offer own personal experiences of resiliency and recovery which in turn inspires hope, trust and improved quality of life
- Navigate through complex systems, such as healthcare or social services enabling advocacy on their behalf, ensuring they are aware of their rights and have access to the resources they need
- Use your recovery experience to share experiential knowledge, skills, and strategies for living with mental illness and addictions
- Advocate for peers, with their consent
- Support peers by undertaking wellness checks and provide assistance such as, but not limited to, driving to food bank, court and other appointments, and general assistance in systems navigation
- Support peers to gather information related to self-recovery and address issues
- Support peers
- Support peers with goals they have set and work towards developing coping skills
- Support peers to create a life of their choosing in the community
- Work collaboratively with peers, co-workers, team members and attend team meetings, reporting on community needs, gaps in services, and emerging trends to the Wellness Team
- Work collaboratively with case managers and/or crisis worker staff to provide comprehensive service to clients
- Facilitate education and support groups as required, creating a safe space for individuals to share experiences, provide mutual support, and learn from each other
- Participate in ongoing program planning and evaluation efforts
- Honor, respect and promote the spiritual practices of the peer, encouraging them to seek out ways to engage in practices that promote healing and well-being
- Complete administrative duties including required documentation
- Perform other duties as assigned that are reasonably related to the role

## **REQUIREMENTS**

### **Education and Experience:**

- Secondary School Diploma or GED
- Certification as a Peer Support Worker or willingness to obtain

### **Designations, Licences & Requirements:**

- Valid Ontario Class G Driver's Licence
- Acceptable recent Criminal Record and Vulnerable Sector Check
- First Aid and CPR certification or willingness to undertake
- Training and certification in WHMIS 2015, Occupational Health and Safety, Workplace Violence and Harassment, COVID-19 Health and Safety, Health and Safety Overview

### **Knowledge, Skills & Abilities:**

- Experience of mental health issues and/or substance use/addiction issues, active in your own recovery process, self-awareness, ability to draw on personal experiences to engage, validate and role model when appropriate.
- Knowledge of community services and supports.
- Demonstrated ability to work with clients utilizing a goal-focused approach
- Working knowledge of Recovery Model principles
- Demonstrated ability to work independently and as part of an interdisciplinary team
- Proficiency in MS Word and Excel would be an asset

## **PROBLEM SOLVING & COMMUNICATION**

- Excellent communication and active listening skills
- Ability to relate and support all clients in a non-judgmental way
- Demonstrated conflict management and resolution skills

## **DECISION MAKING & IMPACT**

- Demonstrated ability to assist and support clients and/or community members who are experiencing a variety of diverse difficult situations
- To adhere to strict confidentiality to all matters pertaining to clients and community members
- Maintain a personal code of conduct, integrity and sound judgment
- Knowing when to consult with Supervisor and/or other professionals to request assistance and/or make reports regarding mandates and professional reporting requirements

## **SAFETY RESPONSIBILITIES**

- Ensure thorough understanding of Health and Safety Policy and Procedure Manual and Occupational Health and Safety acts and regulations
- Ensure using prescribed protective equipment and/or devices for safety and setting example
- Follow reporting for potential and actual hazards
- Take every reasonable precaution in the circumstances for the protection of self and others

**STAFF REPORTS**

- No direct reports, but may be required to show others how to perform tasks

**WORKING CONDITIONS**

1. **Physical Demands** – Frequent periods of stooping, reaching, pushing, walking, climbing, standing, kneeling, lifting and/or fixed work position. Lifting of some objects not exceeding 20 pounds
2. **Environment** – Combination of indoor and outdoor work environments which may present exposure to adverse weather conditions and safety hazards. Exposure to undesirable scents/smells and hazardous material including, but not limited to cleaning supplies
3. **Mental Effort** – Some interactions with persons or situation stressful
4. **Position Type/Expected Hours of Work** – Regular full-time hours of 30 hours per week and requires availability to work some evenings, weekends and holidays

This job description is intended to convey information essential to understanding the scope of position and it is not intended to be an exhaustive list of experience, skills, efforts, duties, responsibilities or working conditions associated with the position.

**I hereby acknowledge and agree to comply with the above job description necessary to fill the position.**

\_\_\_\_\_  
**Employee Name**

\_\_\_\_\_  
**Employee Signature**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Supervisor Name**

\_\_\_\_\_  
**Supervisor Signature**

\_\_\_\_\_  
**Date**