

## Job Posting

Internal

External/Internal

**Job Title:**

# Family Peer Support Worker

**Posting No:**

## JH 495

**Job Location:** Campbell River

**Note:** This position includes some benefits, including option enrollment in our defined benefit pension, the Municipal Pension Plan, and three weeks of paid vacation.

**Duties and Qualifications:** See job description at the end of this document.

**Salary Rate:** \$24.97(Step 1) - \$28.62 (Step 4), JJEP Grid 8, Step 1\*

**Schedule:** To be determined with manager. May include evenings and weekend.

**Hours per week:** 17.5

**Closing date:** September 30, 2024, at 4:30 pm. If the position is not filled by this date, it will remain open until filled.

**Apply to (cover letter, resume, and 3 references):**

Human Resources

**Email:**

Employment@jhsni.bc.ca

**Fax:**

250-286-3650

**Mail:**

140 10<sup>th</sup> Avenue, Campbell River BC V9W 4E3

This position is open to applicants of all genders.

This position requires union membership and the completion of two criminal record checks.

The John Howard Society of North Island is an employment equity employer.

\*All JJEP/Paraprofessional positions are subject to wage grid levels. Positions begin at Step 1 and are increased to Steps 2 through 4 based on number of hours worked.

## *Job Description*

<i>Job Title:</i>	Family Peer Support Worker
<i>Work sites:</i>	Campbell River
<i>Program:</i>	Foundry
<i>Benchmark:</i>	Unique, 441 points
<i>Grid Level:</i>	8, JJEP grid
<i>Reports to:</i>	Program Manager
<i>Prepared date:</i>	May 23, 2024
<i>Approved by:</i>	Executive Director
<i>Approved date:</i>	September 12, 2024
<i>Revised:</i>	
<i>Reviewed:</i>	

### Summary

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The Family Peer Support Worker is an integral member of the Foundry care team and uses their own living or lived experience of supporting a youth or young adult who has experienced mental health or substance use challenges. The Family Peer Support Worker assists in the delivery of Foundry centre operations and offers caregivers assistance with service navigation, education and resource information, while providing individualized peer-based practical, emotional and social supports. Delivering services in alignment with Foundry's service model, the Family Peer Support Worker promotes holistic family health and well-being by fostering the development of respectful, collaborative relationships with family members, youth and service providers.

### Key Duties and Responsibilities

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To perform the job successfully the Family Peer Support Worker must be able to perform consistently each essential duty satisfactorily. With support and direction from the Peer Support Coordinator, the Family Peer Support Worker duties and responsibilities include:

- Provides a safe, welcoming, and supportive culture for caregivers receiving services at the Foundry centre.
- Provides direct on-site non-clinical support to caregivers by providing validation, social connection, and an understanding of shared lived experience. The Family Peer Support Workers will help clients to access information (such as internal and external community resources), system navigation (such as accessing counselling, primary care, employment

services), skill development (for example, how to approach uncomfortable conversations with family or professionals in community agencies), and to support and engage families as an ally in their co-developed wellness goals.

- Models hope and shares living or lived experiences and lessons learned to support caregivers in achieving individual and family health and wellness goals.
- With oversight from the Peer Support Coordinator, the Family Peer Support Worker supports caregivers' completion of questionnaires, applications, referral forms, participates in program evaluation process to determine efficacy of services, and other administrative tasks as necessary (faxing/emailing forms).
- With guidance from the Peer Support Coordinator, organizes and co-facilitates peer support and educational groups to promote skill development and engagement, as well as foster peer to peer connection and networking opportunities. The Family Peer Support Worker will make recommendations to the Program Manager and/or the Peer Support Coordinator about potential guest speakers to attend groups. Guest speakers may be community partners or people identified through research on a particular topic. The Family Peer Support Worker will be responsible for booking rooms and setting up for group (i.e. equipment, food etc.), and possibly supporting with content delivery. Groups will be a space for participants to find safe connection and support among people who may be experiencing similar challenges. Through peer to peer connections, networking, and trust building, the Family Peer Support Worker helps to lay the groundwork for safe community connections to take place.
- Works collaboratively with Foundry centre staff and community partners to optimize relationships between families and service providers. The Family Peer Support Worker works as part of the Foundry stepped care model and are often the first point of contact before accessing other services, such as counselling and primary care. The Family Peer Support Worker will introduce clients to Foundry's menu of services, introduce staff to the client, and support with "soft hand-offs" to different service providers.
- Participates as a team member, attending team meetings, case conferences, conference calls, and other organizational activities.
- Completes and maintains related records and documentation including statistics, progress reports, care plans, and referrals.
- Performs other related duties as required.

## Qualifications

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The requirements listed below are representative of the knowledge, skill, and/or ability required.

## Training and Experience

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- At least two years direct lived or living experience as a caregiver supporting a youth or young adult with mental health or substance use challenges and service navigation in local community.

- Completion or eligible for completion of Foundry Family Peer Support training.
- This position has no education requirement.
- This position has no professional experience requirement.

## Other Skills and Abilities

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Worker must:

- Demonstrate high degree of self-awareness and the capacity to apply appropriate boundaries and maintain confidentiality.
- Demonstrate a level of cultural sensitivity and understanding of the client population's cultural and socio-economic characteristics.
- Have the ability to form a mutually respectful partnership with persons served and their families in which they are helped to gain skills and confidence to address any issues and problems they face.
- Have the ability to accept the differences he or she will find among his or her clients.
- Accept clients' rights to self-determination and individuality, and must not discriminate on the basis of Indigenous identity, race, colour, ancestry, place of origin, religion, socio-economic status, political affiliations, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age.
- Have a positive conviction about the capacity of people to grow and change.
- Have the ability to work respectfully in partnership with other team members, including referring authorities.
- Recognize the value of a nurturing family as the ideal environment for a person.
- Have the ability to recognize persons with special needs and make appropriate referrals.
- Have the ability to set limits and maintain the helping role of the practitioner, and to intervene appropriately to meet the needs of the persons served or other family members.
- Have basic computer and Internet skills.

## Other Job Requirements

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- Two completed, acceptable criminal record checks, one from the Criminal Records Review and one from the Canadian Criminal Record Search.
- Driving is required to attend meetings and to enable contact with youth/families at home or in the community. The worker must have a valid driver's license and access to safe, reliable transportation, and must obtain appropriate insurance as per Society policy.
- The Family Peer Support Worker will follow the Code of Ethics and the Mission Statement of The John Howard Society of North Island.

## Diversity

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The John Howard Society of North Island welcomes applications from all qualified applicants including but not limited by those of any gender, race, orientation, or disability. Multilingual skills and multicultural competence are assets.