Mental Health & Addiction Association of Oregon (MHAAO)  
M110 Behavioral Health Resource Network (BHRN)  
PSS/PWS/CRM Job Description

Pay Range: $19.00 - $23.00 per hour  
FTE: 1.0 FTE (40 hours per week) Hours and Shifts TBD  
Benefits: This is a benefited position as outlined in the MHAAO Employee Handbook  
TITLE: Peer Support Specialist/Certified Recovery Mentor  
REPORTS TO: M110 BHRN Peer Program Manager  
DEPARTMENT: Direct Peer Delivered Service Department

*PLEASE INDICATE WHICH COUNTY YOU HAVE INTERST WORKING IN (MULTNOMAH, CLACKAMAS, WASHTINGON) on your cover letter.

TO APPLY: Please submit a resume and cover letter to careers@mhaoforegon.org. Persons of color, LGBTQIA+ and members of all other underrepresented groups are strongly encouraged to apply.

JOB BACKGROUND & SUMMARY: In November 2020, Oregon voters passed Measure 110, the Drug Addiction Treatment and Recovery Act of 2020 (hereinafter referred to as “Measure 110” or the “Act”), which became effective on December 4, 2020, to better serve people actively using substances or diagnosed with a substance use disorder. The goal of M110 is to establish a more equitable and effective approach to substance use disorder (SUD).

Measure 110 established the Oversight and Accountability Council (OAC). The OAC oversees grant funds and approves grants for providers and servicers who meet the criteria for a Behavioral Health Resource Network (BHRN) that will ensure an increase in access to care for all communities, including communities who have disproportionately been impacted by rates of incarceration.

A “Behavioral Health Resource Network” (BHRN) means an entity or network of entities that receives funds from the OAC through OHA under SB 755, Section 2.(2)(a). The BHRNs will provide services to all in need of treatment and support for substance use concerns, including but not limited to: housing, harm reduction, peer support, supported employment and substance use disorder treatment.

M110 BHRN Peer Support Specialists/Certified Recovery Mentors (PSS/CRMs) will be providing peer support via intentional outreach and/or self-referrals from anyone seeking help for their drug use/addiction issues or community partner referral. The PSS/CRM will conduct nonclinical screening in Multnomah/Clackamas/Washington
County BHRNs (depending on location preference) and connect the person seeking help with the resources of their choosing.

The Peer Support Specialist (PSS)/Certified Recovery Mentor (CRM) offers peer support to individuals as someone who has similar life experiences and acts as a positive role model of a person in recovery. The PSS/CRM participates in collaboratively supporting an individual’s self-defined and self-directed care. The PSS/CRM also supports the individual being served with creating their own person-directed recovery path including harm-reduction services, education and supports. They will provide a listening, nonjudgmental presence for those who desire to access to health care that could include medication-assisted treatment (MAT) and/or other clinical substance use disorder/mental health treatment resources in the community.

The PSS/CRM will work closely with other community organizations that may or may not be members of formal BHRNs.

Access Level to Protected Health Information (PHI):
C= Limited approved access to patient care areas and/or all records containing PHI as needed to carry out their duties.

Requirements: As a Peer-Delivered Services organization, MHAAO has implemented a mandatory vaccination policy that requires all employees, interns, and volunteers to be fully vaccinated for COVID-19 as a condition of employment in accordance with current Oregon and Washington State laws. All new hires must show vaccine proof at time of onboarding. Accommodations for those with religious and/or medical exemptions will be reviewed.

QUALIFICATIONS:

Expectations: MHAAO strives to honor cultural and spiritual diversity in the communities we serve as well as honoring Voice and Choice through trauma-informed practices. Being committed to Social Justice means being committed to constantly assessing our organizational values and the extent to which we are modeling or falling short of them. It also means listening to feedback from our stakeholders and others who have interacted with our organization and taking the time to understand and reflect on those interactions. This commitment is extended from the organization, as well as each employee of MHAAO.

Education: High school diploma or equivalent required.

Background Check: A criminal background check will be conducted by MHAAO in accordance with the MHAAO background check policy. A criminal record does not necessarily exclude an individual from employment with MHAAO.

Experience: Identifies as having lived experience of recovery with addiction challenges (may include both addiction and mental health challenges). Lived experience of
Medication Assisted Treatment (MAT) and recovery valued. Experience working with adults with addiction challenges preferred. Experience with mental health recovery is desirable and highly valued. Understands the potential effects of trauma on health. Understands the principles of recovery, consumer-involvement and trauma-informed care.

Qualities:
- Possess an absolute belief in every person’s ability to learn, grow and recover
- Value person’s right to make their own decisions
- Value people as the “experts” in their own lives
- Possess insight pertaining to personal biases and worldview and how they may interfere with effectively working with individuals representing a variety of cultural, ethnic, language and life experiences.

Licensure/Certification: Peer Support Specialist/Peer Wellness Specialist (OHA Traditional Health Worker certification) and MHCBO CRM (I or II) certification required or able to be obtained within two months of hire.

Valid Oregon Driver’s License and proof of automobile insurance.

Skills:
Strong written and verbal communication skills.
Ability to work independently as well as collaboratively within a team.
Ability to work with people from diverse backgrounds and cultures.
Keyboard skills and ability to navigate electronic systems applicable to job functions.

GENERAL ACCOUNTABILITIES AND ESSENTIAL FUNCTIONS
- Actively collaborates with hospital, other healthcare services, harm-reduction, SUD/MH treatment and recovery support services teams.
- Participates in regular MHAAO peer support supervisions.
- Provides 1:1 peer support and service connection to those being served.
- Attend relevant meetings to share relevant lived experience, gain knowledge and support the communication of the self-directed plan of the individual being served.
- Implements the regulations, policies, and procedures which pertain to peer-delivered service as well as be mindful of relevant M110 BHRN policies and procedures.
- Meet with individual being served in the community and/or their homes to provide peer support/recovery mentorship (as desired by the individual being served).
- Following the direction of the individuals served and support them in exploring strategies that increase satisfaction with the eight dimensions of wellness.
- Offers support with identifying and engaging various community resources.
- Offers individual being served educational opportunities to explore new resources, information and alternatives to utilizing the emergency department for non-emergent needs.
- Offers support in crisis situations as appropriate.
- Practices and is competent in preventing escalation, and works to prevent physical and mechanical restraint techniques, avoiding crisis situations or neutralizing crises in progress. This position will not participate in mechanical restraint or restraint training.
- Participates in data collection.
- Reflects peer core values and principles (iNAPS/SAMHSA/IPS).
- Documents and maintains peer-centric support summaries in a manner that assures compliance with policies, program procedures and local, state, and federal regulations. Maintains accurate and up-to-date documentation as required.
- Openly identifies as a person who has lived the experience addiction and/or mental health challenges and shares own recovery story with individuals being served as appropriate.
- Acts as a positive role model for individuals being served and exploring their own path to wellness and recovery.
- Acts as an advocate for individuals being served when appropriate, both within the organization and also with other entities.
- Respects and honors the persons’ being served rights and responsibilities and demonstrates professional boundaries and ethics. Adheres to mandatory abuse reporting laws and HIPAA requirements.
- Demonstrates responsibility for safety of people being served, staff and property; is familiar with fire regulations and evacuation procedures.

The above accountabilities represent work performed by this position and are not all-inclusive. The omission of a specific accountability will not preclude it from the position if the work is similar, related, or a logical extension of the position.

Employment with Mental Health & Addiction Association of Oregon is "at-will." This means employees are free to resign at any time, with or without cause, and Mental Health & Addiction Association of Oregon may terminate the employment relationship at any time, with or without cause or advance notice. As an at-will employee, it is not guaranteed, in any manner, that you will be employed with Mental Health & Addiction Association of Oregon for any set period of time.

Mental Health & Addiction Association of Oregon is an Equal Opportunity Employer. Employment opportunities at Mental Health & Addiction Association of Oregon are based upon one’s qualifications and capabilities to perform the essential functions of a particular job. All employment opportunities are provided without regard to race, religion, sex, gender identity, pregnancy, childbirth or related medical conditions, national origin, age, Veteran status, disability, genetic information, or any other characteristic protected by law.