

Job description

Peer Respite Support Specialist Success Profile

As a Peer Respite Support Specialist at FolkTime, the role involves initiating and maintaining lasting relationships with individuals navigating mental health and substance use systems. Employing the Intentional Peer Support model, they prioritize peer-centered relationships, emphasizing strengths and trust-building. Their responsibilities include guiding peers toward their goals, enhancing community support networks, and refining problem-solving abilities.

They provide comprehensive support, establish crucial service connections, and advocate persistently, fostering a secure and supportive environment. Through genuine connections and personalized care, they make a meaningful impact on the lives of those they support.

The FolkTime Peer Respite Program is a brand-new program, and we are looking for the inaugural team to get it off the ground! Peer Respite is an innovative, peer-led model designed as an alternative to hospitalization for individuals experiencing a self-defined crisis. This program offers a supportive and non-clinical environment where people can find respite and recovery. The Peer Respite Program empowers participants by providing them with the space, support, and resources to navigate their experiences on their own terms, focusing on self-determination and holistic wellness.

By leveraging the lived experiences of peer support specialists, the program fosters genuine, compassionate connections that encourage personal growth, resilience, and the exploration of new coping strategies. It serves as a critical, community-based intervention that reduces reliance on emergency and inpatient services while promoting recovery and well-being in a non-coercive, stigma-free setting.

Why You'll Love It Here:

- **Exciting Challenges:** Every day brings new challenges and opportunities to make a real impact in the professional landscape of mental health.
- **Innovation Galore:** Get ready to be part of a team that thrives on innovation – we're not just thinking outside the box; we're redesigning the entire experience!
- **Collaborative Energy:** Join a passionate team where collaboration is key. We value diverse perspectives, and your ideas will always find a welcome home here.
- **Continuous Growth:** We're not just about training others; we're invested in your growth too. Your professional development is as important as the programs you'll be working.

Compensation: \$22.00-23.50 per hour, based on experience. Evening and Night shifts will have a \$1-2/hour pay differential depending on hours.

Hours: 24 hours/week. Peer Respite is a 24 hour model, and this position is for two weekend shifts of 12 hours. 7AM-7PM on Saturday and Sunday or 7PM-7AM Saturday and Sunday.

Benefits: This position includes 20 days of paid time off per year (increasing to 25 days in years 2-3 and 26 days after year 3). This position is not eligible for health, vision, or dental insurance.

Department:

Peer Connection Centers

Work location: Peer Respite House and Peer Connection Center, NE Portland

This position will need to report to a physical program and will not have the opportunity to work remotely.

This position will transport clients/participants in a company van, a clean driving record, a driver's license and personal drivers' insurance will be required.

This position may be required to travel for relevant meetings, conferences, and trainings to support the organization.

Application Requirements:

- One-page cover-letter
- Resume

Diversity, Equity, and Inclusion Commitment:

At FolkTime, diversity, equity, and inclusion aren't just buzzwords – they're the heart of our vibrant community. We're on a mission to build a team that mirrors the rich diversity of backgrounds, cultures, abilities, and identities that make up our world. Why? Because we believe that embracing different perspectives fuels the innovation and empathy needed to support mental health and wellness. Be a part of co-creating our inclusive workplace where respect and empowerment are the norms. Join the FolkTime family and let's create a future where everyone's unique story is not just valued but celebrated.

Core Accountabilities:

We're not just outlining accountabilities; we're diving headfirst into a thrilling adventure of lived-experience relationships, curiosity-driven conversations, and dynamic, collaborative decision-making. Rooted in diverse experiences, your contribution is more than a checklist – they fuel our success story. Our outcomes aren't just statistics; they're a vibrant reflection of the journey towards creating an empowered, inclusive environment for wellness. At FolkTime, we're not just shaping the future; we're rewriting the narrative with boundless enthusiasm and unparalleled energy!

Building Supportive Relationships

- **Talking and Sharing:** Engaging in heartfelt conversations about personal experiences and actively listening to others' stories with compassion.
- **Respecting Differences:** Cultivating openness to diverse opinions and experiences without passing judgment, creating an atmosphere of acceptance.
- **Forming Relationships:** Fostering connections grounded in genuine care and understanding, acknowledging and empathizing with others' experiences.

Outcomes

- **Learning Together:** Promoting mutual learning experiences, contributing to a collective understanding of new perspectives and ideas.
- **Feeling Stronger Together:** Cultivating strength and confidence through meaningful and supportive relationships within the community.

Creating Brave Spaces

- **Being Curious:** Demonstrating genuine interest in others' thoughts and feelings, asking questions to deepen understanding.
- **Supporting Bravery:** Establishing safe environments where individuals feel comfortable sharing worries and problems without fear.
- **Talking about Different Ideas:** Initiating conversations that explore various facets of a situation, encouraging diverse viewpoints and promoting critical thinking.

Outcomes

- **Understanding More:** Enhancing comprehension of different points of view, making conversations more engaging and thought-provoking.
- **Feeling Stronger Together:** Building strength through meaningful discussions about significant matters that benefit everyone involved.

Understanding Yourself and Others Better

- **Checking Your Bias:** Reflecting on personal beliefs and understanding their impact on oneself and others.
- **Respecting Everyone:** Valuing everyone's background and experiences, recognizing and celebrating diversity.
- **Being Kind and Listening:** Practicing kindness and active listening without judgment, creating an environment of empathy.

Outcomes

- **Feeling More Connected:** Fostering a sense of closeness to others and deepening mutual understanding.
- **Making Everyone Comfortable:** Creating an environment where everyone feels safe and positive when sharing thoughts and feelings.

Working Together

- **Making Plans Together:** Collaborating with others to develop plans and strategies that contribute to individual wellness.
- **Shared Decisions:** Sharing thoughts with others and empowering them to make choices aligned with their best interests.
- **Supporting Each Other:** Offering support and finding the right resources to help others succeed.

Outcomes

- **Feeling Stronger Together:** Cultivating strength through collaborative efforts, fostering personal and collective growth.
- **Making Choices Together:** Making decisions collectively to ensure everyone feels satisfied and supported in the process.

Creating Community

- **Making Trust:** Building a foundation of trust to encourage open discussions about worries and feelings.
- **Being Open:** Maintaining openness to diverse ideas and ensuring everyone feels included in the community.
- **Supporting Each Other's Growth:** Creating spaces where everyone can learn, support one another, and thrive.

Outcomes

- **Feeling Brave:** Promoting a sense of bravery to share and learn without fear.
- **Making Supportive Connections:** Establishing a supportive community that understands and aids each other through both good and challenging times.

Always Learning and Trying New Things

- **Self-Reflection:** Engaging in self-reflection to understand actions and strive for improvement.
- **Learning:** Actively seeking knowledge from diverse sources and applying it to personal and collective growth.
- **Trying Hard:** Investing effort in learning and understanding even when it's not the easiest path.

Outcomes

- **Constantly Growing:** Fostering continuous personal and collective growth through learning and improvement.
- **Growing Together:** Nurturing a culture of shared growth and learning, enhancing the job's interest and value for everyone.

Ensuring Quality Assurance

- **Completing Necessary Reports:** Timely and accurate completion of required reports to document program activities. Providing detailed information in reports to contribute to comprehensive program evaluation.
- **Detailed Notes and Documentation:** Maintaining thorough and accurate notes documenting interactions and interventions. Ensuring all documentation aligns with organizational standards and program requirements.

- **Efficient Paperwork Management:** Organizing and managing paperwork efficiently to ensure accessibility and compliance. Reviewing and updating paperwork as necessary to reflect current program activities.

Outcomes

- **Enhanced Program Evaluation:** Ensuring that reports contribute to meaningful program evaluation, leading to continuous improvement.
- **Accurate Record-Keeping:** Records are detailed, and documentation is flawless to facilitate accurate record-keeping.
- **Compliance:** Record-keeping compliance, accuracy, and transparency within the program.

Co-creating Safe Spaces

- **Trauma-Informed Practice:** Applies trauma-informed principles to create a safe, respectful environment that recognizes the impact of trauma and promotes trust and choice.
- **Emotional Intelligence and Self-Awareness:** Demonstrates empathy, self-regulation, and openness to feedback to understand and improve personal impact on others.
- **Peer-Led Decision Making:** Facilitates collaborative decision-making processes that honor diverse voices and empower individuals to express their needs and concerns.
- **Active Listening and Validation:** Practices non-judgmental, active listening to understand and validate the experiences and feelings of others, fostering inclusion and trust.
- **Cultural Humility and Responsiveness:** Shows commitment to learning about and integrating diverse cultural perspectives, ensuring practices are inclusive and responsive to all.
- **Co-Creating Safety:** Engages in open dialogue and shared decision-making to establish mutual agreements and practices that prioritize the physical, emotional, and psychological safety of everyone involved. Encourages a culture of respect, transparency, and trust, where all voices are valued and heard.

Outcomes

- **Increased Trust and Collaboration:** A safe and inclusive environment where participants feel secure to share openly, fostering stronger peer connections and teamwork.
- **Enhanced Emotional Well-Being:** A supportive atmosphere where individuals feel validated and understood, leading to improved mental health and reduced feelings of isolation.
- **Greater Empowerment and Self-Advocacy:** Participants feel empowered to make decisions regarding their own recovery, increasing confidence and self-determination.
- **Reduced Conflict and Harm:** Clear boundaries and mutual respect reduce the likelihood of conflicts and create a more harmonious environment.
- **Sustainable Recovery and Wellness:** A supportive, non-coercive setting enhances the ability of participants to achieve and maintain their personal recovery and wellness goals.

Qualifications: The things that make you awesome! At FolkTime, we welcome applicants with diverse backgrounds and perspectives. If you're passionate about our mission, apply, even if you don't meet every qualification. Your unique skills could be the missing piece we need to make a significant impact on mental health and wellness. We don't want to miss out on seeing your application just because a few boxes aren't checked.

- **Lived Experience:** Understanding mental health or substance use systems based on personal experiences.

- **Training and Certification:** Certification in Intentional Peer Support, or willingness to attend the 40-hour Intentional Peer Support training and maintain certification with the Oregon Health Authority Traditional Health Worker's Commission as a Peer Support Specialist. This includes maintaining Continuing Education Units (CEUs) required to keep certification, with assistance from FolkTime leadership.

- **Domestic Maintenance Expertise:** Each team member will be not only cleaning, cooking, and creating a home-like environment but also leading the respite guests to participate in all those activities with patience and grace.

- **Ability to host Support Groups:** This position will require hosting online and in-person groups, such as crafts, meditation, cooking, gardening, or mental health recovery support groups. The necessary training to do this will be provided.

- **Good Communication:** Being good at talking and listening to others.

- **Working with Others:** Work well with different people and groups and being supportive of anyone. This involves meeting folks where they are and managing your own assumptions and expectations.

- **Keeping Things Private:** Knowing how to keep personal information private and safe, by fostering direct communication and avoiding third-party discussions.

- **Handling Many Things:** Being good at setting goals and doing tasks in order of importance.

- **Listening Skills:** Actively listen to participants by fully engaging and ensuring they feel heard and understood. Provide thoughtful feedback and ask clarifying questions to foster clear, respectful communication.

- **Getting Around:** Having a car, a license, insurance, and passing a Motor Vehicle Report review.

- **Building Trust:** Making professional relationships and being trusted by others easily.

- **Working with Different People:** Demonstrating respect and open-mindedness when collaborating with individuals from diverse backgrounds, ensuring inclusivity and fostering a positive work environment.

- **Being Reliable:** This is a 24/7 operation, so staff will rely a lot on each other for relief and consistent schedules. Planning, being prompt, and communication are key.

- **Knowing Different Languages:** It is great if you can speak both English and Spanish or any second language, although this is not a requirement for the position.

FolkTime performs criminal background checks. We encourage those who have lived experience with the criminal justice system to check in early about this to see if this history would prevent them from being hired for a specific contract or program.

FolkTime's Journey:

Picture this: 1986 - FolkTime bursts onto the scene, not just as one of the first mental health peer support organizations but as a revolutionary powerhouse with a bold vision to reshape the entire care landscape. Fueled by the magic of peer-centered approaches, we kicked off a mission to provide not just care, but genuine relational support to those navigating the twists and turns of mental health and substance use systems.

Fast forward, FolkTime isn't just a support hub; it's a beacon of community-based mental health empowerment. Our full embrace of the Intentional Peer Support model has sparked a revolution, giving individuals the keys to reclaim their narrative in the grand tapestry of recovery. Forget one-size-fits-all; we thrive on strength-based relationships, fostering resilience and celebrating the unique lived experiences of every single soul who walks through our doors.

In the entrepreneurial spirit, we're not just pioneers; we're trailblazers, redefining the world views of healthcare. Our commitment is more than steadfast; it's a blazing fire to create inclusive spaces where everyone's voice is not just heard but echoes with respect and empowerment on their epic journey to wellness. The FolkTime saga continues, and you're invited to be part of the journey!

Job Type: Part-time

Pay: \$22.00 - \$23.50 per hour