



Peer Support Specialist: Crisis Center, Inc. | Recovery Resource Center Program

Job Type: Full-time, grant-based

Work Location: In person, remote, and community-based settings

Position Purpose

The Peer Support Specialist provides compassionate, person-centered, recovery-oriented support to individuals with substance use disorders, survivors of non-fatal overdose, individuals at risk of overdose, and their families and support networks.

Drawing upon lived experience in recovery, the Peer Support Specialist builds meaningful relationships, promotes hope and self-determination, assists individuals in navigating treatment and recovery resources, and helps reduce barriers to care. The position also conducts outreach and provides peer support across healthcare, public safety, and community-based settings.

Working Relationships

The Peer Support Specialist works collaboratively with:

- Recovery Resource Center Program Director, Assistant Program Director, and Peer Services Coordinator
- Recovery Resource Center staff and multidisciplinary teams
- Crisis Center, Inc. leadership and programs
- Healthcare, behavioral health, public safety, treatment, recovery, and community partner agencies

The position reports to the Peer Services Coordinator and Recovery Resource Center Program Director.

Qualifications

- High school diploma or GED required.
- Minimum of two years of personal recovery from a substance use disorder.
- Certified as a Certified Recovery Support Specialist (CRSS) through the Alabama Department of Mental Health, or eligible to obtain certification within three (3) months of hire.

- Ability to use lived experience appropriately and effectively to support individuals in recovery while maintaining professional boundaries.
- Demonstrated ability to maintain professionalism, confidentiality, and ethical standards and to represent the agency with integrity.
- Strong interpersonal and verbal communication skills with the ability to engage individuals from diverse backgrounds and life experiences.
- Comfortable supporting individuals with substance use and co-occurring mental health needs, including individuals experiencing homelessness or other significant barriers to care.
- Ability to work effectively in office, healthcare, public safety, street outreach, and other community-based environments.
- Proficiency with Microsoft applications and ability to document services in an electronic client database.
- Ability to work independently and collaboratively as part of a multidisciplinary team.
- Availability to work flexible hours, including occasional evenings and weekends.

Duties and Responsibilities

1. Establish supportive, collaborative relationships with individuals with substance use disorders, survivors of non-fatal overdose, individuals at risk of overdose, and their families or support networks.
2. Conduct client intakes and provide ongoing follow-up and peer support in person, by telephone, and through telehealth.
3. Provide peer support in a variety of settings, including the Recovery Resource Center, healthcare facilities, public safety settings, partner organizations, street outreach locations, and other community-based environments.
4. Use lived experience appropriately to promote hope, resilience, self-advocacy, and engagement in recovery while maintaining appropriate professional and ethical boundaries.
5. Assist clients in identifying personal recovery goals and developing individualized, strengths-based recovery plans based on their needs, priorities, and preferences.
6. Connect clients with substance use treatment, mental health services, recovery supports, healthcare, housing, transportation, benefits, and other community-based resources.
7. Collaborate with treatment providers, healthcare professionals, behavioral health providers, public safety partners, and community organizations to support coordinated care and successful linkage to services.

8. Provide practical recovery support and education related to health, wellness, overdose prevention, treatment options, and available community resources.
9. Advocate for client needs, preferences, and perspectives and participate in multidisciplinary meetings and care coordination activities as appropriate.
10. Conduct overdose prevention education and outreach activities, including community presentations, resource fairs, outreach events, and distribution of approved overdose prevention resources.
11. Maintain timely, accurate, and confidential documentation of client contacts, referrals, follow-up activities, and services in accordance with program and agency requirements.
12. Participate in required staff meetings, supervision, training, quality improvement activities, and professional development.
13. Maintain CRSS certification and complete required continuing education and training.
14. Perform other duties as assigned in support of the Recovery Resource Center and the mission of Crisis Center, Inc.

Benefits

- Health, dental, and vision insurance
- Paid time off, including vacation, sick leave, and bereavement leave
- 403(b) retirement plan
- Short-term and long-term disability insurance
- Life insurance

Please send resume and cover letter to John Bayles at jbayles@crisiscenterbham.org