PEER SUPPORT

PARENT PEER SUPPORT PARTNER

**MINIMUM QUALIFICATIONS:**  High school diploma or equivalent; must be at least 21 years old; valid Alabama Driver’s License and acceptable driving record; proof of automobile insurance.

Must be a parent/primary caregiver with lived experience who has raised or is currently raising a child with emotional, behavioral, physical or mental health or substance abuse needs; has experience navigating at least two child-serving systems; meets the requirements to function as a BHT or NHPP.

**PRIMARY JOB FUNCTIONS AND PERFORMANCE EXPECTATIONS:**   
Adheres to Central Alabama Wellness Policies and Procedures in a consistent manner.

Establish and maintain positive working relationships with internal staff, community resources, and stakeholders.

Responsible for understanding and adhering to all internal policies & procedures, training expectations and AHCCCS covered services guide.

Must have capacity to work flexible hours including some evening/weekend availability based on the needs of the primary support.

Must be able drive to families’ homes, community events, and meetings at service provider offices or schools as needed.

May provide transportation to parents and family members as necessary to complete support goals as allowable in the Covered Services Guide.

Must consistently demonstrate at each primary support interaction the six PEARLS meta-skills competencies listed below.

**Peer-based relationships:**

Must be able to introduce yourself to the parent/ primary caregiver and explain your role as a PPSP.

Ability to establish peer-based relationships by using strategic self-disclosure to build connection based on understanding the primary support’s experience.

Ability to build a strong sense of connection based in equality, common respect and mutuality.

Ability to demonstrate active listening skills, empathetic responses and validate the primary support’s experience.

Must be able to use person-first and strength based language in every interaction with the primary support.

**Encourage Growth as a Peer:**

Ability to create conditions for primary support to make decisions that are best for their family and determine their course of action.

Ability to estimate right fit and match of support and follow through on a varied range of support activities.

Support others to understand and appreciate the primary support positions.

Understand the primary support’s position, interests and preferences and actively support them.

**Actively Accept:**

Continually work to ensure the primary support feels empowered and confident in their own decision-making ability.

Ability to extract functional strengths from the primary supports’ story and share them with family and other team members.

Ability to actively accept primary support’s decisions and communicate a sense of acceptance even when you disagree.

Ability to manage personal bias and disagreement so it does not interfere with the support relationship.

**Respect throughout the relationship:**

Ability to communicate a sense of respect that primary support voice matters and deserves to be heard.

Ability to identify, extract and utilize the primary support’s functional strengths and family culture to develop individualized support plans.

Ability to communicate a sense of cultural humility in connecting with each primary support.

Ability to identify unmet needs as a key to establishing understanding.

Ability to assist primary support in reflecting on their own journey and encourage empowerment.

Ability to model a relational stance of respect and acceptance in all interactions with and about primary support.

**Link with others in collaboration and problem solving:**

Build collaborative partnerships with others demonstrating a non-adversarial advocacy approach.

Participate as needed in team meetings.

Connect primary supports with other primary support systems with similar life experiences to reduce isolation, shame and blame and increase natural supports.

Ability to model a strength based approach and utilize collaborative problem solving techniques with others.

Utilize primary support strengths and resiliency traits in problem solving and brainstorming solutions.

Ability to recognize strengths of collaborative partners.

**Suspend and interrupt bias and blame:**

Strategically use own life experiences to empower others to suspend their own bias about primary support systems.

To Apply, please email your resume to:  [recruiting@centralalabamawellness.org](mailto:recruiting@centralalabamawellness.org)