



## POSITION DESCRIPTION

### START Family Peer Mentor

#### Sojourners Care Network

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*Sojourners Care Network, a nonprofit organization rooted in Appalachian Ohio, empowers young people to become healthy, responsible, and productive citizens now and in the future.*

*We are seeking an organized, family-centered individual as a START Family Mentor for Sojourners' Family Support Team.*

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**Type of Position:** Full-time, salaried. 40 hours per week. Sojourners coordinator-level position: Salary \$32,000-\$36,000 annually, depending on education, experience, and relevant credentials. Sojourners' Staff Classification Scale will provide the guidance for compensation. Eligible for full benefits, including life insurance, employee health reimbursement account, and optional medical, vision, and dental insurance.

This position is contingent upon continued grant funding. This position is also required to uphold all requirements of the Ohio START as determined by the Public Children Services Association of Ohio, which serves families with reported Substance Use Disorder.

**Location:** Current headquarters is Gallipolis, Ohio. Remote work and extensive work-related travel throughout the region are required.

#### **General Purpose:**

The Ohio START Family Peer Mentor helps families navigate the child welfare and other systems by providing peer support and promoting healing to keep children safe and families together. The Ohio START Family Peer Mentor serves families referred to the public children services agency (PCSA) due to child maltreatment with substance abuse being the primary risk factor. The Ohio START Family Peer Mentor serves as a member of the local START team along with the child welfare caseworker, child welfare supervisor, and behavioral health service provider. The goal of the entire team is to keep children safe and families together.

**Work Hours:** The typical hours for this position are 8:00 a.m.-4:30 p.m. Monday to Friday; however, some weekend and evening hours will be required.

**Supervision:** The START Family Peer Mentor reports to the Sojourners' START Supervision Team and the Gallia County Job and Family Services Child Protective Supervisor.

#### **Job Duties:**

- Participate as an active member of the Ohio START team.
- Report daily to Child Protective Supervisor regarding assigned cases.
- Assist with the safety of the child(ren) by working collaboratively with the Ohio START case worker and behavioral health provider to ensure the seamless and efficient delivery of intensive wrap-around services to the START families on their caseload.
- Participate in initial meetings, weekly status meetings and Family Team Meetings to review families' progress and child safety in their respective cases.
- Provide continual exploration of family's needs to empower the family to take ownership over their long-term successes and the safety of the child(ren).
- Support the parent(s) to achieve personal independence.

- Connect START families to community resources.
- Teach families skills to effectively navigate the child welfare system.
- Assist families to identify and access natural support systems in the community.
- Promote coordination and linkage among providers within local community.
- Coordinate access to crisis intervention services and assist with family stabilization.
- Teach START families self-advocacy and empowerment skills.
- Identify barriers (internal and external) to full participation in community resources and develop strategies to overcome those barriers.
- Provide input on court forms as needed; and
- Provide input on development of the case plan and child safety.

### **Qualifications:**

- High school diploma or GED.
- Demonstrated long-term recovery from a Substance Use Disorder (minimum of 2 years, 3 years preferred).
- Lived experience with the child welfare system, either as a parent or child, with the case closed for at least 1 year, or the ability to describe the impact of substance use on family and children.
- Familiarity with community health and human service systems.
- Effective verbal and written communication skills.
- Ability to operate in an Internet-based electronic health record (EHR) environment.
- Valid driver's license
- Current auto insurance coverage
- Ability to pass Sojourners' screening process, including drug screening and background checks

### **Key Competencies:**

- **Teamwork and Time Management:** Ability to work well with a dynamic support team, including a case manager, to help families. Ability to manage time and tasks in different places, like the office, family homes, and the community. Ability to stay organized and do a good job even without a lot of supervision.
- **Substance Use and Recovery Knowledge:** Understanding of alcohol and drugs (pharmacology), behaviors associated with addiction, the process of recovery, Medically Assisted Treatment (MAT), and pathology of addiction.
- **Legal and Ethical Awareness:** Knowledge of court processes, ethics, the Health Insurance Portability and Accountability Act (HIPAA), and signs of child abuse and neglect.
- **Communication and Advocacy Skills:** Proficiency in communication (listening, verbal, nonverbal, written), advocacy, coaching, motivational interviewing, and the ability to navigate systems.
- **Cultural Competency and Diversity:** Awareness of diversity, cultural competency, and family dynamics, with the ability to work effectively in diverse community settings.
- **Crisis Intervention and De-escalation:** Skills in crisis intervention, de-escalation, coping strategies, and trauma-informed care to support families in crisis and stabilize situations.
- **Empathy and Professional Integrity:** Traits of compassion, empathy, honesty, integrity, non-judgmental attitude, open-mindedness, common sense, creativity, and professionalism, including maintaining confidentiality.

**Employment Screening:** Employment with Sojourners Care Network is contingent upon on successfully passing required background checks and drug screening. Offers of employment are not extended until screening results are received, which may take 2 to 4 weeks.