



## **JOB DESCRIPTION**

### **Bilingual/Bicultural Peer Support Specialist**

**Job Summary:** Recovery Café Longmont is a community of refuge and healing for people in recovery. The Bilingual/Bicultural Peer Support Specialist has a deep understanding of the Café's vision to be an enlightened community where people in all stages of recovery are empowered to be their best selves and works in a culturally attuned manner to nurture and maintain our guiding principles: showing respect, practicing forgiveness, cultivating compassion, encouraging growth, and connecting with the divine love in ourselves and others.

The Bilingual/Bicultural Peer Support Specialist reports to the executive director and provides outreach and support to members of the Spanish-speaking community experiencing mental health and substance use challenges.

The Bilingual/Bicultural Peer Support Specialist is a person in recovery from a mental illness and/or substance use, and has experience working with others on their individual roads to recovery. The Peer Support Specialist incorporates their own recovery experience as a means of inspiring hope in those they serve, as well as providing a positive role model to others. They know the journey to recovery is real and attainable, because they have traveled the path.

**Days and Hours of Operation:** This is a full-time salaried position; the work week is Tuesday - Saturday.

#### **Job Responsibilities:**

##### *Provide Culturally Responsive Member Support*

- Embrace and promote the Café's core values of radical hospitality and loving accountability
- Communicate and enforce Café guidelines and boundaries
- Provide individualized, ongoing guidance, coaching and support
  - Assist members in increasing social support networks of relatives, friends and/or significant others
  - Conduct New Member Introduction meetings in Spanish
  - Assist members with accessing community resources
  - Facilitate bilingual or monolingual Recovery Circles (small peer support groups)
- Advocate for members
  - Empower member leaders and create accountability for member goals
  - Work in cooperation with other providers, family members or significant others involved in the member's recovery plan
  - Observe all rules of confidentiality and boundaries with members

- Advocate for members by writing letters for completed service work, recommendations, and helping to obtain services
- Obtain member input for improving operations

### *Community Outreach*

- Actively engage members of Longmont's Spanish-speaking community sharing the vision of Recovery Café Longmont and welcoming new members
- Develop formal and informal relationships with community partners serving the Spanish-speaking community in order to provide bicultural community support for members
- Advocate on behalf of persons with behavioral health issues for culturally responsive services, the protection of the member's rights, and assist in reducing stigma associated with such challenges

### **Additional Responsibilities:**

- Attend Recovery Café staff and relevant committee meetings
- Align with Spanish-speaking members' needs and work in conjunction with the executive director to develop culturally attuned programming
- Contribute content to email and printed newsletters and social media
- Manage and update Spanish language pages on our website
- Perform outreach presentations in English and Spanish and represent Recovery Café to the greater community
- Attend designated community and partner meetings
- Perform other related duties as assigned

### **Required for this Position:**

- Sustained recovery from a mental illness, substance use, or both for 2 years
- High proficiency speaking, reading, and writing Spanish and English
- Possess deep knowledge of Longmont's Latino culture
- Have cultural humility and willingness to learn of others' experiences
- Be willing to self-disclose about personal recovery journey
- Strong desire to support people along their unique recovery journeys
- Must have strong interpersonal communication skills
- Ability to serve as a motivator, conflict resolver, and de-escalator for members
- Ability to accurately represent Café services and programs to other agencies
- Ability to work amicably on a diverse staff and volunteer team with flexibility, creativity, and enthusiasm
- Capacity to be loving and to establish and maintain appropriate boundaries with Café patrons who at times may be very challenging
- Proficiency in basic computer skills sufficient to communicate effectively with staff and other agencies using Google Workspace
- Strong organizational skills
- Ability to embody principles of recovery in daily interactions
- Reliable transportation

### **Minimum Education, Work, and Skill Requirements:**

- Education: College degree with a focus on social services, counseling, psychology, mental health and/or recovery issues preferred. Relevant work experience may substitute

- Work Experience: 2-5 years progressively responsible work experience in a position utilizing skills relevant to this position

**Additional Desirable Qualifications:**

- Previous experience in a social service agency and with populations struggling with addiction and/or mental health concerns
- Addiction training or education in human services
- Supervisory experience
- Drug/alcohol counseling experience
- Experience outreaching to diverse communities

**Compensation:**

Starting Salary Range: \$40,000 - \$45,000 based on experience. Benefits include paid time off, monthly health insurance stipend, and the opportunity to receive Recovery Coach and Peer Support Specialist certifications.

**To Apply:**

Email resume and cover letter explaining how your work and life experiences qualify you for this position to: [info@recoverycafelongmont.org](mailto:info@recoverycafelongmont.org)

For more information, visit our website: [recoverycafelongmont.org](http://recoverycafelongmont.org)

Recovery Café Longmont is a drug-free workplace.