Monday February 3rd, 2020

JOB POSTING

Peer Navigator – South Lake Regional Health Centre

POSITION TITLE: Peer Navigator – South Lake Regional Health Centre

JOB SUMMARY:

Introduction: Peer Support is a respectful relationship between the Peer Navigator and the individual that promotes empowerment, trust and mutuality and supports individuals to make changes and decisions to address their current level of distress and enhance their recovery and wellness. Peer Support uses recovery-oriented principles with individuals to help combat stigma, raise self-esteem, improve self-concept and instill hope.

Peer Navigators have gone through a process of recovery and have obtained peer support related training to assist others with mental health challenges. The Peer Navigator defines, models, and mentors recovery values, attitudes, beliefs, and personal actions in order to encourage wellness and resilience. Activities of peer support promote self-directed recovery by emphasizing the person, rather than the identified mental illness &/or addiction.

Position Description:

The Peer Navigator will work as a member of a diverse inter-professional team to facilitate and support individuals in their recovery process. Drawing from lived experience of mental health and/or addiction challenges, the Peer Navigator will work in the Emergency Department to assist individuals who have been admitted through to the Adult Mental Health In-Patient or Day Hospital programs as they consider and determine their own unique goals and objectives. The goal of the Peer Navigator program/role is to enhance recovery and improve the quality of the patient experience both in the hospital and with system navigation post hospital admission.
The Peer Navigator is a non-clinical support to the person and as such is intended to be a comfort to the person and a resource to individualized community supports and practical recovery information.

KEY RESPONSIBILITIES:

- Establish contact with person following established protocols
- Orient the person to the peer navigator role including an understanding of the non-clinical role and voluntary nature of peer support
- Orient the person to the hospital routine and answer questions regarding hospital process
- Be available to the individual throughout their stay
- Provide support in a manner consistent with recovery philosophy, which emphasizes peer and natural support, and the de-escalation of distress
- Attend clinical assessment with the individual, with his or her consent
- Provide information about, and encourage accessing the full range of community supports
- Provide information on individual advocacy, self-help, recovery/wellness, “crisis” planning and prevention, empowerment tools as requested by person
- Provide information links regarding resources in the community
- Collaborate with individuals, promote self-advocacy and support individual to advocate for themselves
- Advocate for the individual as requested
- Working closely with the Peer Navigator in the Emergency, the Peer Navigator will support individuals transition from the ED to the inpatient unit, by giving information about what to expect on the unit and by accompanying individuals to the in-patient unit
- Provide follow-up support for individuals who are admitted to the hospital e.g. phone call, visit to inpatient unit, etc.
- Provide follow-up phone contact for individuals who are discharged the day after their admission and once more in one week after the visit
- Provide further information or clarification of information by telephone during the first week after discharge
- Document/chart as per hospital guidelines using a strengths-based, recovery supporting language
- Assist the individual with system navigation by providing practical recovery information including individualized community contacts and community peer support
- Act as a resource to staff & physicians
Interact with, establish and maintain cooperative relationship with NYGH and Mental Health Program staff and physicians
Provide education about recovery and peer support to staff, residents and students. As part of the team, you will be expected to contribute to program development, research, and educational activities
Provide peer support services reflective of the diverse needs of individuals
Other duties as assigned

SKILLS/KNOWLEDGE/EXPERIENCE

- Personal lived experience in recovery from a mental health and/or addiction challenges
- Lived experience with using hospital based mental health/addictions services is a strong asset
- Graduate or current participant in peer support training
- Experience in a similar peer support role is a strong asset
- Possess knowledge in the area of recovery education including WRAP & Pathways to Recovery
- Ability to apply Recovery principles, strengths approach and empowerment-oriented philosophies and practices in work with consumers
- Knowledge of trauma informed approaches to mental health and addictions issues an asset
- Knowledge of harm reduction principles an asset
- Possess excellent organizational, communication and interpersonal skills enabling you to work within a collaborative and diverse inter-professional team
- Ability to communicate and work comfortably with diverse communities
- Awareness of issues faced by diverse communities
- Knowledge of systemic issues such as poverty, unemployment, stigma, medications and the isolation felt by individuals with serious mental health issues and their families
- Understanding of psychiatric consumer/survivor community.
- Extensive knowledge of supports and services in Toronto, York Region, and South Simcoe including formal and informal resources.
- Effective leadership, decision-making, organizational and problem solving skills are required.
- The ability to be flexible, self-directed, self-reflective and supportive
- An ability to relate to consumers from a peer perspective, as well as communicate to a health care team with an understanding of the recovery model.
- Ability to work effectively as a team member in a dynamic and fast-paced multi-disciplinary environment is essential
- Provide supports reflective of the needs of the individual and when appropriate their families
• Demonstrate self-awareness and purposeful self-disclosure
• Demonstrate awareness of diversity issues and the personal impact of discrimination faced by people with mental health and addiction challenges
• Ability to use computers
• Bilingualism or the ability to speak a second language is an asset
• Knowledge of the Ontario Mental Health Act, mental health reform principles, the Substitute Decisions Act, and the Health Care Consent Act and PHIPPA requirements
• Current certificate in or ability to complete First Aid and CPR training
• Recent crisis intervention training an asset

Schedule/Working Conditions:

Full-time, permanent position (37.5 hours/week). Some weekend, evening and holiday shifts may be required.

Dynamic, fast-paced, self-directed environment.

HOW TO APPLY:

• For information about Krasman Centre, please see: [www.krasmancentre.com](http://www.krasmancentre.com)
• Applicants should send a resume and cover letter outlining how they meet the specific requirements for the position to:
  ➢ Susan Dobson: [s.dobson@krasmancentre.com](mailto:s.dobson@krasmancentre.com), and
  ➢ Theresa Claxton-Wali: [t.claxton@krasmancentre.com](mailto:t.claxton@krasmancentre.com)

  Please type “Re: Job Posting - Peer Navigator Position” in the subject line of the email, or by fax: 905-780-1960 to the attention of Susan Dobson.

• This posting will close Friday February 14th @ 5pm.
• While we sincerely appreciate all applications, only those candidates selected for interview will be contacted.

Krasman Centre is a progressive work environment committed to employment equity, and promotion of diversity in the workplace. Those who would contribute to the further diversification of the organization are welcome to apply and include, but are not limited
to, members of racialized, immigrant, Indigenous and 2-SLGBTQ communities, and people with disabilities.

If you require assistance with the application process or wish to receive this posting in an alternate format, please contact us:

General email address: postmaster@krasmancentre.com, Toll free phone #: 1-888-780-0724

Accommodations are available on request for candidates taking part in all aspects of the selection process as per the Ontario Human Rights Code.