

## CAMHPRO JOB ANNOUNCEMENT

**TITLE:** Local Trainer, Peer Workforce Expansion Program  
**REPORTS TO:** Program Manager  
**STATUS:** 0.5 or 1.0 FTE  
**SALARY:** 26,000 .5 FTE/52,000 1 FTE  
**BENEFITS:** 12 paid holidays, vacation & wellness time benefits  
**TIME FRAME:** Nineteen and one-half months project

### AGENCY DESCRIPTION

The California Association of Mental Health Peer Run Organizations (CAMHPRO) is a nonprofit statewide organization consisting of local consumer-run organizations/programs and individual consumers. CAMHPRO's mission is to transform communities and the behavioral health care system throughout California to empower, support, and uphold the rights of consumers, eliminate stigma, and advance self-determination for all those affected by mental health issues.

### Peer Workforce Expansion Program

The goal of the Peer Workforce Expansion Program is to ensure that the peer perspective infuses and influences the expansion of the peer support specialist workforce locally and throughout the State of California. Bringing peers across the state to the table in dialogue with policy leaders will not only shape the expanding peer support specialist workforce, but also build longer-term relationships and break down stigma.

Specifically, the Local Trainer(s) will: conduct local engagement/organizing (assisting local peers in voicing their needs to local leadership regarding local county peer certification plans); research (assess peer expansion needs in the counties); conduct special outreach and engagement to people with substance use/challenges; provide training and technical assistance (for counties and peers when requested on peer certification components); and educate (provide educational trainings for local peer groups, when requested)

**CAMHPRO is seeking 3-5 Local Trainers who will represent and work within 1 or 2 California regions apiece (depending on 1.0 FTE full-time or 0.5 FTE part-time status).**

### QUALIFICATIONS REQUIRED

1. Commitment to CAMHPRO's mission, vision, and values, and to the mental health recovery model of behavioral health care.
2. Have access to a stable internet connection.
3. Valid driver's license and ability to travel within California for up to several days at a time (post COVID-19).
4. Graduate of a peer specialist employment training program strongly preferred.
5. Ability to articulate the importance of peer support and mental health/substance use recovery.
6. Comfort with sharing relevant life experiences and leading others to do the same.
7. Ability to perform the essential functions of the job with or without reasonable accommodations.

### EDUCATION

1. Associate's or Bachelor's degree preferred.

## EXPERIENCE REQUIRED

1. Personal lived experience of behavioral health and/or substance use condition(s).
2. Experience working with racially, ethnically, and culturally diverse groups.
3. A minimum of two years' experience in community organizing, advocacy, training/technical assistance, education, or a combination of these.
4. Experience working within or associated with peer-run mental health and/or substance use programs or services.

## KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

1. Excellent communication and interpersonal skills, verbally and in writing.
2. Relationship-building and establishing collaborative working relationships with diverse internal and external individuals and interest groups.
3. Community organizing skills.
4. Knowledge of and background in peer support.
5. Basic knowledge of peer certification implementation in California.
6. Strategic judgement and diplomacy.
7. Experience in and knowledge of the behavioral health/substance use peer/consumer movement.
8. Basic knowledge of local health and human services organizations and functions.
9. Strong time management, organizational, and record keeping skills.

## ESSENTIAL FUNCTIONS

### I. Essential Job Functions: Community Engagement/Organizing

- a. Local Trainers should be able to outreach to, engage with, and organize local peers to have meaningful input into their county's peer certification planning.
- b. Special outreach should target peers in the community with drug/alcohol use challenges.
- c. Engage and outreach to the diverse populations of the counties within each region, especially unserved, underserved, and marginalized peers.
- d. Develop a working relationship with each county's behavioral health leadership throughout assigned region(s) and assist local peers to do the same.
- e. Coordinate the local level community/peer organizing, tracking the status and outcomes of advocacy groups.
- f. Work with the Program Manager to resolve any specific challenges and adjust or tailor programs, as necessary.

### II. Essential Job Functions: Provide training and technical assistance by maintaining a knowledge base of peer support programs and services and peer certification processes and policies

- a. Develop training/technical assistance curriculum, provide trainings for counties and local peers, upon request, and conduct evaluation and measurements throughout the term of the project.
- b. Stay well-informed of peer support programs and services, policies, and the processes of peer certification throughout the assigned local region(s).
- c. Stay informed of state policies and initiatives that would affect or are related to peer-run support programs, peer-delivered mental health/substance use services, and peer certification.

- d. Work as a collaborative with the Program Manager and other Local Trainers to attain and maintain a knowledge base on peer certification.

**III. Essential Job Functions: Research, Needs Assessment, Analysis, and Data Preparation**

- a. Research and update self on the peer expansion needs of the counties and develop timely and meaningful input.
- b. Conduct fact-finding in order to best support the local peers within the California Region(s) assigned, including research on and attendance at local peer meetings.
- c. Prepare information for distribution regarding the above performed in order to support the local community.
- d. Prepare information regarding the above for the purposes of quarterly reporting.

**IV. Essential Job Functions: Provide educational trainings, when requested, for local peers**

- a. Determine what, if any, training opportunities are needed and/or requested by the peers within the within the counties of the assigned region(s).
- b. Utilize Zoom and/or in-person training modalities to educate peers within the counties of the assigned region(s).
- c. Use culturally-appropriate and trauma-informed teaching models to tailor educational efforts for specific populations, as requested.
- d. Collaborate with other CAMHPRO staff and leadership at other organizations, and utilize any available peer feedback, to guide the provision of these trainings.

**V. Essential Job Functions: Working within CAMHPRO team and Management**

- a. Under the guidance of the Program Manager, gather deliverables in preparation for project program reports.
- b. Consult with the CAMHPRO team for program improvements.
- c. Attend regular CAMHPRO project team meetings and online/onsite meetings for planning and to ensure milestones are met.
- d. Attend CAMHPRO events, as requested, virtually or in-person (post COVID-19), including conferences, and perform job duties there as requested (such as presenting, speaking, greeting, etc).
- e. When representing CAMHPRO at functions, events, or meetings, share information with other members of the team as beneficial for the provision of this project's deliverables and in service to CAMHPRO's mission.

**INSTRUCTIONS FOR APPLICATION**

Send resume and cover letter to: Tiffany Elliott at [tiffany.camhpro@gmail.com](mailto:tiffany.camhpro@gmail.com)

Please email any questions to: Tiffany Elliott at [tiffany.camhpro@gmail.com](mailto:tiffany.camhpro@gmail.com)

***CAMHPRO is an equal opportunity employer and encourages persons who identify with racial, ethnic, LGBTQIA+, and other marginalized populations to apply.***