

**NYAPRS, INC.**  
**JOB DESCRIPTION**

**Title:** Peer Bridger  
**Division:** Peer Services  
**Reports to:** Ellen Healion, MEd Director Peer Services Division

**Position Summary:** Under the general supervision of the Director of the Peer Services Division, the Peer Bridger engages referred individuals who are residing in the Psychiatric Center and OMH Housing Programs. The Peer Bridger coordinates activities to form trust-based relationships that foster hope for positive change and personal empowerment, leading to successful integration back into the community. The Peer Bridger models and educates staff and referred individuals on the Peer Bridger Model to maintain the fidelity of the model. The Peer Bridger is a paid staff member of NYAPRS.

**Major Responsibilities/Activities:**

- Maintains own personal wellness.
- Provides support with flexibility and Person First logic.
- Maintains fidelity to the Peer Bridger Model, to continue to engage individuals residing in State Psychiatric Centers and OMH residential facilities, regardless of perceived ability to participate.
- Initiate and maintain regular communications/meetings with referred individuals using multiple communication techniques including, but not limited to, the use of technology, face-to-face meetings, phone calls, e-mails, usps, etc.
- Provide support to referred individuals that are have opportunities to visit certain locations within the community that are meaningful to him/her.
- Continue support to referred individuals post discharge to identify and engage in a range of community-based support groups and activities of interest.
- Provides timely reporting to Supervisor/Liaison of situations that require(d) urgent response.
- Is able to and does interact with a wide variety of individuals experiencing a wide variety of abilities in activities and/or group meetings.
- Organizes and coordinates activities, meetings, and trainings that include referred individuals.
- Provide regularly scheduled opportunities for staff information and training on the Peer Bridger Model.
- Facilitates a minimum of 8 weekly peer support group meetings in the hospital and/or the community.
- Attends trainings as required and assigned by supervisor.
- Communicates with OMH Hospital Liaison on a regular basis, including the NYAPRS Supervisor at times.

- Prepares and maintains detailed written record of activities to meet documentation and reporting requirements for NYAPRS projects. (Work Logs, List of Referrals, goals of referred individual and progress notes demonstrating milestones met.)
- Reports to and meets with NYAPRS supervisor on a regular basis.

**Requirements:**

- GED or High School diploma.
- Demonstrated experience with and knowledge of the NY State public mental health and substance use system. Lived experience with the mental health system, preferred.
- Demonstrated knowledge of advocacy, self-help and empowerment programs for recipients of mental health and substance use services.
- Ability to convey a message of hope and recovery for people with psychiatric disabilities.
- Ability to complete basic documentation requirements regarding work activities. Solid written and oral skills, knowledge of Microsoft Office Suite, and internet/email access, preferred.
- Must have own vehicle, clean driving record, and adequate automobile insurance coverage. )
- Flexible schedule; occasionally including evenings and week-ends.
- Must reside in the service County.

**TO APPLY FOR THIS POSITION, COMPLETE THE FOLLOWING COMPETENCY SCALE**

**NYAPRS PEER BRIDGER COMPETENCY SCALE**

(Please answer the following questions to the best of your ability, there are no right or wrong answers.)

**Question 1**

Which of the following is a definition of Peer Support?

A	A relational way of being with each other
B	Teaching and learning from each other
C	Social action/social change
D	All of the above
Answer	

**Question 2**

Where do peer support professionals draw their legitimacy from?

A	Credentialing
B	Training
C	Lived experience
D	Job titles
Answer	

Question 3

One of the rationales for continual work on your Personal Wellness Foundation is...

A	Doing so lends credibility and integrity to your professional work
B	Doing so makes your recovery a model for others to follow
C	Doing adds to your resume
D	Doing so keeps you busy
Answer	

Question 4

What is an ethic?

A	A non-negotiable rule that all employees must abide by
B	A personal choice in how you conduct business
C	A standard of practice dictated by the individual you are serving
D	None of the above
Answer	

Question 5

What is a boundary?

A	Unseen lines that you do not cross
B	Parameters that make you unique
C	Self-imposed rules of operation
D	All of the above
Answer	

Question 6

How do peer support relationships differ from traditional treatment?

A	They are free or of little cost
B	They rely on mutuality and reciprocity
C	They are never assigned , you get a choice
D	They are often the same
Answer	

Question 7

Which of these is a key issue in setting boundaries in Peer Relationships?

A	Maintaining professional roles
B	Disclosure
C	Mutuality
D	All of the above
Answer	

Question 8

Which of the following statements is true?

A	Good Peer Bridgers are not allowed to ask for help
B	As Peer Bridgers, we both facilitate and participate in our own mutually responsible relationships
C	Bridgers are immune to crisis because we are in recovery
D	It is expected that Bridgers consider themselves 'better than' the individuals we work with because we know more about recovery
Answer	

Question 9

A quality of a good Peer Bridger is...

A	They take time to familiarize themselves with the local services and provide that information to people as needed
B	They make sure that they are getting all the support they need to enable them to be of support to others
C	They are generally interested in other people
D	All of the above
Answer	

Question 10

What is 'First Contact'?

A	The very first time you meet someone is first contact
B	The first meeting you schedule with the person after she/he has been engaged
C	The first time you complete any paperwork with the person
D	The first time you discuss the person in a team meeting, even if you have not yet met him/her.
Answer	

Question 11

What is engagement?

A	Calling the person or meeting them face to face
B	A written contract that enters the person in our services
C	The moment the individual agrees to our services
D	A partnership between you and the individual when he/she decides to work with us
Answer	

Question 12

Peer support is NOT...

A	A way of thinking about help and helping people
B	Moving toward what we want
C	Changing the status quo
D	Teaching people the correct way to do things
Answer	

Question 13

Connecting with people requires...

A	Obtaining information from the individual's clinician prior to meeting them so we know something about him/her before we meet
B	Self-disclosure about our own recovery
C	Talking more than the other person about our own struggles
D	Knowledge about certain diagnoses and addictions so we can better understand someone's behavior
Answer	

Question 14

When developing a mutually responsible relationship, we specifically commit to ...

A	Checking in with ourselves about our own discomfort
B	Maintaining honesty
C	Thinking about fear and control
D	All of the above
Answer	

Question 15

Why is it important to focus on Trauma in peer support?

A	A trauma is often the central issue for people with psychiatric disabilities, substance abuse problems or co-occurring disorders
B	Trauma treatment is one of the core services identified by OMH
C	Dealing with human trauma is the best way to get people to stop bad behaviors
D	Dealing with trauma keeps people treatment compliant
Answer	

Question 16

The development of a person's vision can be supported in the following way...

A	Encouraging growth while meeting people where they are at
B	Telling someone what they are good at
C	Encouraging people to follow our lead
D	Asking the social worker what he/she thinks an individual needs to work on

Answer	
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Question 17

Which of the following is a guiding principle of harm reduction?

A	Human rights
B	Both A and C
C	Maximize intervention options
D	Minimize drug use
Answer	

Question 18

What is a community?

A	Where you live
B	Your friends and family
C	Associations of people who solve problems, celebrate or simply enjoy social time together
D	A formal group of people
Answer	

Question 19

Effective Peer Bridgers engage people in community by...

A	Supporting and guiding people out of lives surrounded by services
B	Introducing people to all their friends
C	Simply telling people where to go and what to do
D	Bridgers are not responsible for community engagement
Answer	

Question 20

Check your knowledge base on the following computer skills (1=need to learn; 2=know some but could learn more; 3=proficient)

Skill	1) Not familiar	2) Comfortable using	3) Proficient
Word			
Excel			
Power Point			
Outlook			
Google			
Scanning			
Other:			

Do You \_\_\_ have a clean driver's license? \_\_\_ own a car? \_\_\_ have need of any accommodation (if so, please describe)

