



Mentor Position Description

Position Title: Reintegration Support Network Mentor

Salary: \$18.00/hour, Contract

Main Point of Contact: Mentor Program Manager

Travel/Special Conditions/Requirements: This position prefers identification as a person in long-term recovery, current NCCPSS or Recovery Coach certification or other peer support credentials as well as evening and weekend availability and a minimum commitment of 5 hours per week availability.

Qualifications:

- Person age 18+
- Willing and able to self-identify as:
 - a person who has lived recovery experience (1 year +) pertaining to substance use, mental health challenges and, or justice system involvement AND/OR
 - At least 1 year experience working with youth/emerging adults AND/OR
 - Recovery Coach and/or PSS credentials
- High school diploma/GED
- At least 1 year experience working with at risk youth
- Strong communication and organization skills
- Possess basic computer proficiency skills
- Access to and ability to utilize transportation in order to perform job activities
- Complete a background check.

We strongly encourage applications from Black, Indigenous and People of Color (BIPOC) applicants; people with lived experience of substance use, mental health, or justice involvement, homelessness, or poverty; LGBTQIA+ applicants; and people with disabilities.

General Summary:

The RSN Mentor will act as a support and resource for youth and emerging adults who are experiencing challenges related to substance, mental health, and/or justice involvement. The Mentor acts as a key member of the RSN support team to provide participants with a sense of belonging and the skills and capacities for self-advocacy, healthy relationships and positive engagement in the community. The Mentor engages in promoting trust and self-acceptance by advocating for and with participants, coordinating with existing service providers, and linking participants with community resources, thereby increasing a participant's overall wellbeing. The Mentor works with participants one on one or in a group, supporting them in setting and achieving goals through shared activities, goal setting, support and encouragement.

Key Activities:

- Attend all required training to enhance skills and meet mentor program participant guidelines.
- Build and foster relationships with the participant and families and others working with the participant.
- Actively engage as part of the RSN support team to meet participant goals, complete all required documentation and paperwork.
- Prepare the participant to fully participate in their own wellbeing process.
- Teach self-advocacy, problem solving and independent wellness skills.
- Provide support during “rough” or “crisis times”.
- Provide community education about participant’s culture and perspective.
- Interrupt bias and both overt and covert racism or prejudice, and promote a stance of acceptance while reducing stigma about substance use, mental health issues and or justice system involvement.
- Empower the participant to build understanding in others about their situation and unique needs.
- In collaboration with the participant, work with others (i.e. family, friends, schools, faith community, human services organizations, ect.) to develop natural supports to eliminate barriers to overall well being.
- Co-facilitate groups of participants focusing on goals addressed within our Life Skills curriculum.
- Serve as a role model and active participant in supporting participants in meeting their goals.
 - Engages service providers and the referring organization as needed throughout participant engagement.
 - Develops a post-mentoring plan together with the participant, their parents/guardians, and organizations to continue resourcing and supporting the participant.

The Mentor will exhibit proficiency in the following areas:

- Strong commitment to the Mission of RSN
- Strong written and verbal communication skills
- Commitment to RSN reporting requirements and documentation, policies and procedures and confidentiality agreement
- Ability to communicate and model a sense of hope and expectancy for participants.
- Ability and willingness to self-disclose and share experience with others
- Knowledge of RSN community network resources and partnerships and how to access these resources as well as others within the community
- Ability to maintain and role model strong boundaries

- Problem solving skills
- Competence in working as a team member within youth serving systems