



---

## Mentor Position Description

Position Title: **Mentor, Reintegration Support Network**

Salary: **\$19/hour, Contract**

Main Points of Contact: **RSN Director of Programs, Program Manager**

**Travel/Special Conditions/Requirements:** This position requires identification as a person in long-term recovery, current NCCPSS and/or Recovery Coach certification or other peer support credentials, or as well as ***evening and weekend availability, a minimum commitment of at least 5 hours per week availability*** and the ability to perform job duties within our service area.

### Qualifications:

- Person age 21+
- 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
  - At least 1 year experience working with youth/emerging adults AND/OR
  - Youth MHFA certification and/or Recovery Coach and/or PSS credentials
- Resides in Durham, Orange, or Chatham County, North Carolina
- High school diploma/GED
- Strong communication and organization skills
- Possess basic computer proficiency skills
- Access to and ability to utilize transportation in order to perform job activities
- Bilingual English/Spanish preferred
- 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:

In collaboration with the RSN Director of Programs (DP) and the Program Manager, the RSN Mentor acts as a support and resource for underestimated youth and emerging adults who are experiencing challenges related to substance use, 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, supporting them in setting and achieving goals through shared activities, goal setting, support and encouragement.***

**Expectations:**

- Complete onboarding and training requirements and attend all continuing education offerings to enhance skills.
- Attend monthly mentor meetings and monthly supervision meetings.
- Attend scheduled community outreach and participant enrichment activities.
- Follow all program guidelines.
- Build and foster relationships with the participant 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.
  - Identify and facilitate engagement with community resources
  - Develop a post-mentoring plan together with the participant.
- Prepare the participant to fully participate in their own wellbeing process.
- Teach self-advocacy, problem solving and independent wellness skills.
- Promote a stance of acceptance while reducing stigma about substance use, mental health issues and or justice system involvement.
- Empower the participant to develop natural supports to eliminate barriers to overall well being.
- Serve as a role model and support participants in meeting their goals.

**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