



Community Care Network is looking for a Peer Support Specialist to join our team!

Community Care Network is comprised of Rutland Mental Health Services and Rutland Community Programs. Our mission is to enhance the well-being of our communities, individuals, and families through responsive, innovative, and collaborative human service

About the Role:

The Peer Support Specialist works collaboratively with Rutland DCF and is a vital part of the multidisciplinary team serving families in Rutland County. Grounded in the historical peer support model, this position draws on lived experience as a parent or caregiver who has navigated systems such as DCF, child welfare, family court, or mental health services. The Peer Support Specialist offers hope, support, and advocacy while modeling recovery, resilience, and empowerment. This role facilitates connection, trust-building, and practical assistance during a highly vulnerable time, aiming to reduce stigma, promote healing, and support safe family systems and well-being.

Principal Responsibilities:

- Provide trauma-informed, non-judgmental peer support by serving as a mentor and role model, sharing lived experiences with recovery, parenting, and navigating child welfare and related systems.
- Empower caregivers through goal setting and planning, including support with personal wellness, crisis response, family support plans, and alignment with DCF case plans related to reunification, recovery, and stability.
- Support individuals with complex histories, such as psychiatric, forensic, or substance use involvement, in developing coping strategies and managing crisis situations.
- Facilitate or co-facilitate peer support groups and educational activities that promote resilience, recovery, and connection among caregivers.
- Provide emotional support and advocacy by accompanying clients to court dates, DCF meetings, evaluations, supervised visits, and other key appointments.
- Help caregivers access and navigate services, including housing, transportation, counseling, parenting programs, and legal, mental health, or substance use supports.
- Conduct outreach in the community, offering in-person support in homes, DCF offices, provider sites, and other service locations based on client needs.
- Assist individuals in building support systems, including the use of formal and informal community resources and online tools.
- Transport clients when needed to ensure access to essential services and supports.
- Promote client voice and collaboration, fostering effective communication between caregivers, case workers, and service providers to enhance shared decision-making.

- Coordinate with internal and external partners to support interagency referrals, improve service continuity, and encourage recovery- and resilience-oriented practices.
- Maintain accurate, timely documentation of all client interactions and service activities using the electronic medical record (EMR) system, in compliance with agency and regulatory standards.
- Engage in professional development, including participation in supervision, team meetings, staff trainings, and interagency collaborations to enhance service delivery and growth.
- Support community education and stigma reduction, including public speaking, staff training, and participation in networking or outreach events as requested.
- Demonstrate professionalism and ethics, maintaining confidentiality, appropriate boundaries, and compliance with all agency policies, including mandated reporting and duty to warn.
- Uphold agency mission and values, contributing to a respectful, inclusive, and recovery-focused environment.
- Other duties as assigned.

Qualifications:

- High School Diploma or GED required.
- Willingness to complete and maintain Peer Support state certification including required training and/or exams.
- Personal lived experience with child welfare, mental health, substance use, family court, or DCF systems.
- Deep understanding of peer support values, including mutuality, empowerment, non-judgment, respect, and shared experience.
- Understanding of the challenges facing families impacted by trauma, poverty, substance use, and system involvement.
- Knowledge of community resources in Rutland County and Vermont's family service systems is preferred.
- Understanding of mental illness, including etiology, treatment, and recovery principles.
- Ability to provide recovery-oriented mentoring and support to individuals and families in community-based settings.
- Ability to build trusting relationships, communicate effectively, and support individuals through emotionally challenging situations.
- Strong interpersonal skills, including communication, problem solving, conflict resolution, and professional judgment.
- Ability to work both independently and as part of a multidisciplinary team in a fast-paced, flexible environment.
- Comfort working in the community, including homes and field settings, with the ability to manage time and responsibilities efficiently.
- Ability to work flexible hours, including evenings and weekends as needed to meet client needs.
- Ability to remain calm and professional in stressful or crisis situations.
- Proficiency with computer systems.
- Knowledge of HIPAA standards and ability to maintain and execute confidential information appropriately.

- Strong organizational and documentation skills, including the ability to manage multiple projects and maintain timely records.
- Ability to utilize supervision effectively.
- Valid Vermont driver's license, reliable transportation, and personal automobile liability insurance coverage meeting state requirements.
- Successful completion of a criminal background check is required (applicants with relevant lived experience may qualify under agency-approved variances).

What's in it for YOU:

- Competitive Pay \$20.00 - \$21.50 (compensation is typically dependent upon experience)
- Comprehensive Benefit Package for full time
 - o 401(k)
 - o 401(k) matching
 - o Dental insurance
 - o Employee assistance program
 - o Flexible schedule
 - o Flexible spending account
 - o Health insurance
 - o Health saving account
 - o Life insurance
 - o Paid time off
 - o Professional developmental assistance
 - o Retirement plan
 - o Tuition reimbursement
 - o Vision insurance
- Career Training and Development
- Collaborative and engaging team meetings with supervision.

CCN is an Equal Opportunity Employer.