



Certified Peer Support Specialist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
CERTIFIED PEER SUPPORT SPECIALIST I	4007	A10	\$30,910 - \$42,571
CERTIFIED PEER SUPPORT SPECIALIST II	4008	A12	\$33,840 - \$49,798

GENERAL DESCRIPTION

Performs peer support work by observing interactions with persons served; leading individual and group sessions; and leading educational panels for organizational staff, committees, and communities.

EXAMPLES OF WORK PERFORMED

Models recovery achievements and supports persons served with their recovery efforts.

Builds and maintains individual relationships and shares recovery stories with persons served and external stakeholders.

Leads individual and group recovery sessions.

Leads educational panels for organizational staff, committees, and communities.

Leads and/or participates in team meetings.

Completes required documentation.

Fosters integration of persons served into communities.

Assists persons served in developing communication, social, problem-solving, and self-help skills.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level II may also perform work listed within the previous level. Factors that may distinguish between the journey and senior levels include the degree of independence in performing the work; the complexity of the work; and the employee's related experience, education, and certifications.

CERTIFIED PEER SUPPORT SPECIALIST I: Performs complex (journey-level) peer support work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may work routinely assist other staff in performing job duties of greater complexity.

CERTIFIED PEER SUPPORT SPECIALIST II: Performs advanced (senior-level) peer support work. May provide guidance and direction to others. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Monitor individual and group recovery sessions.
- Serve as a model to other Certified Peer Support Specialists, illustrating behaviors that support recovery efforts for persons served.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in behavioral or intellectual challenges. Graduation from a standard senior high school or equivalent is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of programs for persons with behavioral and intellectual challenges, peer philosophy and role, recovery models, trauma-informed care, and medications administered to persons being served.
- Skill in the use of a computer, in sharing personal challenges, in listening, and in documenting and monitoring interactions with persons served.
- Ability to lead group sessions, to follow policies and procedures, to work with persons in challenging situations, and to communicate effectively.

Additional for Certified Peer Support Specialist II level

- Ability to serve as a lead worker and provide direction to others.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be a certified as a Peer Specialist by a State of Texas credentialing authority.