



POSITION DESCRIPTION

YOUTH PEER SUPPORT WORKER

Sojourners Care Network

Type of Position: **Part-time, hourly.** Up to 30 hours per week. Starting wage of \$15.00 per hour, with compensation based on education, experience, and relevant credentials in accordance with Sojourners' Staff Classification Scale.

This position is contingent upon continued grant funding. In addition, this position is required to provide mental health supportive services to young adults through Sojourners' partnership with Hopewell Health Centers Inc.

Location: Primary headquarters will be Chillicothe, Ohio. Remote work and extensive work-related travel throughout the region are required.

General Purpose:

The Youth Peer Support Worker uses their lived experience, recovery journey, or shared life experiences to build authentic relationships with young people and inspire hope, resilience, and personal growth. Through mutual support and a strengths-based approach, this role helps participants develop confidence, overcome barriers, and remain engaged in education, employment, and personal development.

Working as part of the YouthBuild team, the Youth Peer Support Worker provides mentorship, encouragement, and practical guidance while helping participants navigate challenges related to recovery, mental health, housing, relationships, and other life experiences. This role collaborates with staff and community partners to ensure participants have access to supportive resources while modeling healthy coping skills, self-advocacy, and positive decision-making.

Work Hours: The typical hours for this position are 8:00 a.m.-4:00 p.m. Monday to Friday; however, some weekend and evening hours will be required.

Supervision: The Youth Peer Support Worker is supervised and directly reports to Sojourners' Workforce Development Supervision Team.

Job Duties:

- Build authentic, supportive relationships with YouthBuild participants through mentoring, encouragement, and shared lived experience.
- Provide one-on-one and group peer support that promotes resilience, recovery, self-advocacy, and personal growth.
- Safely transport participants to and from program activities, appointments, work-based learning sites, and other approved destinations while ensuring compliance with organizational transportation policies.
- Assist participants in identifying and overcoming barriers to education, employment, and overall well-being by connecting them with appropriate resources and supports.
- Collaborate with YouthBuild staff and community partners to coordinate participant support, encourage engagement, and promote successful outcomes.
- Model healthy coping strategies, effective communication, problem-solving, and positive decision-making while encouraging participants to develop these skills.
- Maintain accurate documentation of participant interactions, transportation activities, referrals, and progress in accordance with program requirements while encouraging ongoing participation in YouthBuild and helping participants achieve their personal, educational, and career goals.

Qualifications:

- High school diploma or GED required.
- Lived experience with recovery, mental health, overcoming adversity, or other experiences that support effective peer mentorship.
- Ability to build positive, trusting relationships with young people from diverse backgrounds.
- Strong communication, active listening, and interpersonal skills.
- Familiarity with community resources and a willingness to connect participants with appropriate supports.
- Valid driver's license with an acceptable driving record and current automobile insurance.
- Ability to safely transport participants as needed.
- Ability to pass Sojourners' screening process, including background checks and drug screening.

Key Competencies:

- **Peer Support and Relationship Building:**

Ability to build authentic, trusting relationships with young people through shared experience, empathy, encouragement, and mutual respect. Models hope, resilience, and positive recovery-oriented values.

- **Youth Engagement and Mentorship:**

Understanding of positive youth development principles and the ability to motivate, encourage, and support participants as they work toward personal, educational, and employment goals.

- **Communication and Active Listening:**

Strong verbal, nonverbal, and interpersonal communication skills. Demonstrates active listening, effective problem-solving, and the ability to provide encouragement while maintaining healthy boundaries.

- **Community Resources and Support Navigation:**

Knowledge of local resources and support systems, with the ability to connect participants to services that address barriers related to housing, transportation, healthcare, recovery, and other basic needs.

- **Transportation and Participant Safety:**

Ability to safely transport participants while maintaining professionalism, confidentiality, and compliance with organizational transportation policies and procedures.

- **Professionalism and Accountability:**

Demonstrates reliability, flexibility, sound judgment, and the ability to maintain accurate documentation. Upholds confidentiality, ethical standards, and positive working relationships with participants, staff, and community partners.

- **Empathy and Strengths-Based Approach:**

Demonstrates compassion, patience, and a nonjudgmental attitude. Recognizes participant strengths, promotes self-advocacy, and encourages confidence, independence, and personal growth.

Employment Screening: Employment with Sojourners Care Network is contingent upon on successfully passing required background checks and drug screening. Offers of employment are not extended until screening results are received, which may take 2 to 4 weeks.