

**ST. LOUIS INTEGRATED HEALTH NETWORK  
POSITION DESCRIPTION**

**Position Title: Certified Peer Specialist (CPS), Maternal Peer-Based Recovery Support Program**

**Position Summary:** Reporting to the Program Coordinator, the Certified Peer Specialist (CPS) provides peer-based recovery support services to pregnant and postpartum individuals with substance use disorders. Using their lived experience of recovery and/or parenting while navigating substance use challenges, the CPS offers compassionate, non-judgmental, trauma-informed support. This role is integral in helping individuals engage in treatment, maintain recovery, and navigate the unique medical, emotional, and social challenges associated with pregnancy and early parenting.

**Essential Duties and Responsibilities:**

- Establish supportive relationships based on mutual respect and shared lived experience.
- Offer peer support, hope, and encouragement throughout pregnancy, birth, and early parenting.
- Support clients in navigating health care, behavioral health, and social service systems.
- Assist clients in setting personal goals related to recovery, parenting, health, and wellness.
- Facilitate or co-facilitate peer support groups, wellness activities, or recovery-based education sessions.
- Provide support around harm reduction, relapse prevention, and parenting in recovery.
- Help clients access basic needs such as housing, childcare, food, transportation, and prenatal care.
- Accompany clients to appointments when needed (medical, legal, housing, etc.).
- Assist with family reunification efforts or involvement with child welfare services as applicable.
- Collaborate with a multidisciplinary care team (clinicians, case managers, OB/GYNs, etc.) to support integrated care planning.
- Maintain appropriate documentation in client records while upholding confidentiality.
- Attend team meetings, supervision, and required training.

**Qualifications:**

*Required:*

- Current certification as a Certified Peer Specialist (CPS) or willingness to become certified within the first 30 days of hire.
- Personal experience with recovery from substance use disorder and/or co-occurring mental health challenges.
- Personal experience as a pregnant or parenting person OR experience supporting pregnant people in recovery.
- Demonstrated ability to maintain personal recovery.
- High school diploma or GED.
- Ability to work flexibly and respond to the unique needs of clients.
- Strong communication and boundary-setting skills.
- Valid driver's license and reliable transportation.

*Preferred:*

- Bilingual (English/Spanish or other language spoken by the community).
- Knowledge of trauma-informed care, harm reduction, and perinatal health.
- Experience working with populations affected by homelessness, incarceration, or child welfare.

**Competencies:**

Incorporates basic competencies into all aspects of the position, including:

- *Organizational Commitment:* Aligns behavior with the needs, priorities and values of the organization.
- *Service Orientation:* Has a genuine desire to help others, especially those in need; Derives satisfaction from serving others while remaining attentive to one's own wellness; Understands people's needs and overcomes obstacles in serving them.

- *Learning Orientation*: Values and seeks opportunities to learn; collects and uses information relevant to work-based problems.
- *Attitude Toward Change*: Adapts to and works effectively with a variety of situations, individuals, groups and systems.
- *Personal Effectiveness*: Takes initiative to do more than the minimum requirements of the job; Expresses self-confidence in stating opinions and when called upon to make decisions.
- *Achievement Motivation*: Sets challenging objectives and works to continually improve personal performance.
- *Interpersonal and Team Performance*: Builds and maintains positive relationships with people on the job; Listens effectively to understand others.
- *Values Diversity and Equity*: Treats all people with respect; seeks and considers diverse perspectives and ideas; provides a supportive work environment for a multicultural workforce; shows sensitivity to individual differences; treats others fairly without regard to race, sex, color, religion or sexual orientation; engages in personal reflection and development to address unconscious bias, demonstrates no tolerance for micro-aggressions; recognizes differences as opportunities to learn and gain by working together.
- *Quality Focus*: Minimizes errors and maintains high quality by checking or monitoring data and work in a timely manner, and by developing and maintaining systems for organizing work and information; actively explores ways to improve quality of output.
- *Problem-Solving Effectiveness*: Uses data and analytical thinking to identify problems and develop solutions.
- *Task Accomplishment*: Acts resourcefully to ensure that work is accomplished within specified time and quality parameters; Can focus effectively on more than one task or project at a time.
- *Proven Track Record and Requisite Skillset*: Has a demonstrated track record and/or possesses the requisite skill set required to accomplish the goals and objectives set forth by the IHN; the skills and expertise required include: an understanding of the delivery of local health care, and an understanding of government, regulations, policy and programs.
- *Leadership*: Exudes confidence in serving as a champion in the formation and implementation of the IHN's objectives.

### **Additional Information**

Position is full-time, exempt, 40- hours per week. This position is grant funded for a projected 14 months. This role is eligible for full IHN benefits, including the Employee Assistance Program (EAP).

### **Work Environment**

This position will include a combination of standard office environment, remote work, and 'field' time within the service delivery area to perform the above-outlined responsibilities. Majority of the work will also happen in the community, working one-on-one with clients, as well as IHN staff and partner organizations. Regular, travel for client visits may be required within a 60-mile radius. Travel is primarily local during the business day, although some out-of-the-area travel may be expected. The employee is constantly required to talk, hear, and operate a computer and mouse. The employee is frequently required to walk, bend, twist, push, pull, reach above shoulder and use hands to finger, handle, or feel. The employee will occasionally lift and/or move up to 20 pounds. Specific vision abilities required by this job include close vision and distance vision.

### **Hourly Rate**

\$21.63/hr or \$45,000 annually based on 40 hrs/week

### **Application Instructions**

Please email cover letter, resume, & reference list to the contact information below.

*IHN CPS MH-SUD Position  
HR@stlouisihn.org*

**About St. Louis Integrated Health Network:**

**MISSION OF THE INTEGRATED HEALTH NETWORK**

Through partnership and collaboration, the St. Louis Integrated Health Network is a healthcare intermediary building capacity across sectors to advance health equity and improve wellbeing by increasing access to health and social services, with an emphasis on communities that have been historically excluded.

**IHN GUIDING PRINCIPLES:**

Our guiding principles reflect our most important organizational commitments. They underscore our priorities and inform the decisions, actions and agendas of our leadership and staff. Practiced with fidelity, these principles help to ensure the alignment of our mission and operations. We hold ourselves accountable to these principles and we seek partners who share our commitments to our principles.

- Health Equity • Patient-Centered Orientation • Accountability
- Outcome-Focused Decision Making • Innovation