



Job Description ~
Position Available
Peer Support Specialist



Reports to	Latinx Program Coordinator.
Benefits Include	Zero cost for single/individual BCBS medical; life, AD&D, STD, and LTD, Cafeteria Plan (FSA & DCA), optional dental and vision, retirement with 50% match, generous paid time off and extended leave, fifteen recognized holidays, and more.
Salary Range	\$33,000 - \$36,000, annually.
Minimum Requirements	High school diploma (or GED); One year of professional or volunteer level experience working in public health, social work, or related discipline appropriate to this position; Bilingual (English and Spanish); Manage responsibilities efficiently and possess excellent communication skills (all mediums) to deliver information and gain cooperation/trust from clients and the community; Able to work with confidentiality and client rights according to Health Insurance Portability and Accountability Act (HIPAA); Comfortable working with all people, regardless of age, race, religious background, sexual orientation, gender identity and expression, health status, and ability; Knowledge of community HIV/AIDS and other resources, including existing social and behavioral health resources and referral agencies; Reliable transportation, valid Alabama driver's license, good driving record, acceptable auto insurance limits; proof of COVID-19 vaccination(s); Must successfully complete and pass pre-employment process.
Preferred Qualifications	One or more years working or volunteering with a) people living with HIV, b) LGBTQ+, c) immigrants, d) persons experiencing homelessness, e) substance abuse. We encourage people with lived experience in this field to apply!
Overall Mission	AIDS Alabama is seeking a Peer Support Specialist to provide peer services for Latinx living with HIV; Provide HIV prevention outreach, education, linkage to care, and Counseling Testing and Referral (CTR) services to at-risk Latinx populations. This includes assisting individuals living with HIV in accessing primary care, language access and supportive services, and maintaining engagement in care.

Areas of Responsibility

1. Work closely with HIV service providers to engage Latinx individuals living with HIV through a coordinated linkage and relinkage to care.
2. Coordinate transportation, appointments, referrals, and assistance services for supportive and medical appointments.
3. Assist Latinx clients in working with their case manager, developing a treatment plan, and achieving treatment adherence through optimal health goals.
4. Provide language justice through all services and efforts.
5. Refer Latinx clients living with HIV and Latinx community for immigration, domestic violence and legal services, and other pertinent legal assistance.
6. Provide early intervention through outreach, education, linkage, HIV testing, and referrals.
7. Assist CALA staff with outreach events.
8. Facilitate support groups for Latinx living with HIV and their loved ones, building leadership and empowerment skills, promote mental health and wellness, and combat stigma.
9. Build strong relationships and networks with service providers, collaborators, and community.
10. Participate in committees and coalitions representing CALA.
11. Prepare required agency reports.
12. Other duties as assigned.

Work Environment

1. Schedule: Work hours are full time, and occasionally include nights, weekends, and travel.

2. Physical: May lift up to 50lb occasionally; long periods of standing, stooping, bending, and sitting. Employee must be able to climb stairs, read documents and respond to written communication, hear and understand English and Spanish languages.
3. Cultural: Must be comfortable working with individuals and/or family members living with HIV (or other STIs), as well as those with impaired cognitive behaviors, individuals experiencing homelessness, LGBTQ individuals, and members of various racial/ethnic communities.

Overall Expectations

Represent the agency through all methods of communication in a way that reflects the agency’s mission. Adhere to all AIDS Alabama Policies, Procedures, and Guidelines (including, but not limited to, Human Resources, Finance, Operational, and Housing) as presented and as adapted. Establish a strong, solid line of communication with all levels of employees and external business partners. All employees are expected to perform and communicate openly, effectively, and professionally with staff members, consumers, and external business partners. Must be willing and able to complete all trainings in obligatory timeframes. All employees are expected to perform in a mature, professional, business-like manner. Participation in agency activities, testing events, and fundraisers is expected as necessary and requested. Be aware that breach of confidentiality is grounds for dismissal. This job description can be modified to reflect additional tasks.

AIDS Alabama expects staff to create a safe space in which all people are valued, respected, and treated with dignity; sexuality is accepted as a healthy part of being human. In such a space, all people would be celebrated for who they are and provided with the economic, educational, and social opportunities to reach their full potential.

AIDS Alabama is an equal opportunity employer.

Employee’s signature

Date

Human Resources signature

Date