



PEER SUPPORT SPECIALIST

Job Title: Peer Support Specialist

Reports to: Regional Director Region 3 & 4

Employment Type: Part Time or Full Time

Pay Range: \$41,000-\$43,000 | \$19.71 - \$20.67 hour

Location/Service Area: Devil's Lake, Region 3

Job Description:

A Peer Support Specialist is a compassionate individual with lived experience in mental health challenges, substance use recovery, brain injury, or related life experiences. In this role, you will use your personal journey to inspire, guide, and empower others on their path to recovery and wellness. By fostering trust, advocating for clients, and connecting them with essential resources, you will play a vital role in supporting individuals as they navigate healthcare systems, housing, employment, and overall well-being.

As a Peer Support Specialist, you will collaborate closely with care coordinators, community organizations, and support networks to help clients achieve self-identified goals aligned with their treatment plan. Your work will emphasize hope, resilience, and empowerment, ensuring that each person you support has the opportunity to thrive.

This position is ideal for individuals who are passionate about making a difference, believe in the power of peer support, and are committed to breaking cycles of addiction, mental health struggles, and systemic barriers.

Role Responsibilities:

- Act as a point of contact, advocate, and resource for individuals enrolled in F5 Project's programs (e.g., Free Through Recovery, Community Connect), collaborating with care teams, family members, probation/parole officers, and community partners.
- Support individuals in identifying and articulating recovery goals, monitoring their progress, modeling effective coping strategies, and advocating for access to necessary services.
- Educate participants on available community resources to support their recovery and overall well-being.
- Complete all required Peer Support training and actively participate in Peer Support meetings.
- Ensure strict compliance with HIPAA guidelines by maintaining participant confidentiality at all times.
- Maintain accurate records and documentation while staying organized in a fast-paced environment.
- Outreach and collaboration with other agencies to foster community relations and awareness
- Demonstrate professionalism and strong communication skills in all interactions.
- Fulfill continuing education requirements (CEUs) to maintain peer support certification.
- Travel up to 20% of the time, as needed
- Perform other duties as assigned

Required Qualifications:

- Must be a Certified Peer Support Specialist (PSS) with the State of North Dakota by the first day of employment and provide documentation of certification. Candidates who are not yet certified may qualify if they are enrolled in a North Dakota-recognized peer support training program within 90 days of hire and obtain their certification within 45 days of completing the training.
- Must have personal lived experience and be willing to openly share your journey as:
 - Someone in recovery from mental health challenges, substance use, brain injury, or a combination of these experiences, OR a family member of someone who has faced these challenges
- Hold a valid driver's license
- Must have a high school diploma/GED or demonstrate the ability to read and write proficiently to complete training, documentation, and job-related tasks effectively
- Candidate must reside in Region 3: Benson, Cavalier, Eddy, Ramsey, Rolette, or Towner county

Preferred Qualifications:

- Case management experience
- Work experience in case management, parole/probation, or addiction services

Company Description:

F5 Project is a North Dakota-based nonprofit dedicated to breaking the cycles of crime, addiction, and isolation by providing individualized care and second chances. Founded in 2016, our mission is to foster resilience, restore hope, and empower individuals to rebuild their lives, regardless of their past.

Through a holistic approach, we offer housing, employment support, peer mentorship, and behavioral health programs such as Free Through Recovery and Community Connect. In 2024, our services grew to include at-risk youth programming and Akisni Warrior Lodge, a culturally-based prison recidivism reduction program. Our team collaborates with local agencies, employers, and community partners to ensure individuals have access to the resources needed to succeed in recovery, reintegration, and personal growth.

At F5 Project, we believe that every person deserves the opportunity to thrive. By combining lived experience with compassionate support, we help individuals create a new path forward—one rooted in stability, dignity, and self-sufficiency. With our mission as our guiding force, we work to create a space where every person can thrive, no matter their background. Learn more about F5 Project at [F5Project.org](https://www.F5Project.org)