



## **Peer Support Specialist Serving Latinx/Spanish Speaking Families**

### ***About the Organization***

[Perinatal Support Washington](#) (PS-WA) supports the emotional wellbeing of people preconception through postpartum (up to 2 years) who are at risk or currently experiencing mental health needs. As a statewide nonprofit dedicated to perinatal mental health, we believe all parents should receive appropriate, timely, and culturally relevant care.

Our direct service programs are designed to provide specialized perinatal mental health services so that no parent goes without the mental health support they deserve. We offer short term and long term peer support, clinical therapy, support groups, and more. PS-WA is committed to making our care system stronger; we have a robust training and consultation program for professionals to fill the gaps in care for parents and help re-envision what the perinatal mental health field could be. (Learn more about our organizational priorities by viewing our [2025 Strategic Plan](#) and [Theory of Change](#).)

### ***About the Position***

PS-WA's [Parent Resilience Program](#) is hiring one full-time Peer Support Specialist to support Latinx/Spanish speaking families across King County. The Peer Support Specialist reports directly to the Program Manager and supports PS-WA's mission by supporting Latinx/Spanish-speaking parents directly.

Our programs value talent as much as skill, lived experience as much as education. If you see yourself in this role, we strongly encourage you to apply. If you do not have the preferred experience or skills, please do not be discouraged from applying. PS-WA will be supporting this role with professional development and on the job learning, support and community.

This is a full-time position (35-40 hours per week) with occasional evening and weekend work required with advance notice. PS-WA is a remote workplace and the schedule is flexible within the 9-5pm working day. This position requires working at community events and client homes visits throughout King County. Team meetings, trainings and other community commitments will be in person and/or remote.

The Peer Support Specialist works with pregnant and parenting families who are at-risk for or are experiencing mental health challenges related to childbearing.

Some examples could include anxiety, sadness or grief around unexpected parenting/birth outcomes, depression, sleeplessness, scary or intrusive thoughts. Specialists are not mental health providers but are providing peer services. A typical day in this role could include having sessions with participants in-person – on a walk to the playground to support a parent getting fresh air and exercise or in the home to provide emotional wellness support over a cup of tea; it could include resource navigation to address barriers like supporting a parent to find childcare or the bus route to an appointment. Peers spend 75% of their time providing direct service to their caseload of families and about 25% of their time documenting, resourcing, and consulting about their participants and attending trainings.

The Peer Support Specialist will support families to create and implement culturally-specific emotional wellness plans, introduce and discuss mental health care, listen and support families with barriers/reservations about mental health therapy, and walk with families as they navigate formal mental health care or other services as needed.

### ***Ideal Candidates***

This is a unique opportunity to join a team providing culturally-matched services as peers. This position will support the Latinx/Spanish speaking community across King County. As such, ideal candidates' lives align with those of Latinx/Spanish Speaking families we serve. This includes being a parent, being culturally and linguistically aligned with Latinx/Spanish speaking families and with personal experience with perinatal mental health challenges such as depression, anxiety, birth trauma, perinatal loss, etc. Additionally they are warm, enthusiastic, collaborative, and professional, enjoying handling many tasks at one time and adaptive to change, with a strong orientation to detail and ability to work independently with direction.

### ***Core Functions***

#### **Direct Service (75%)**

- **Manage a caseload** of participants by providing in-person, phone, email, and text support to Latinx/Spanish speaking perinatal families (conception to age 2) for an average of 6-9 months.
- Provide strength-based, culturally-specific support; create culturally attuned **wellness plans** that align with parents' beliefs and values, address barriers, and support taking small wellness steps.
- Identify and support higher-risk families and **engage in prevention strategies**.
- Effectively introduce and complete **culturally-respectful perinatal mental health screenings** that feel meaningful and supportive, and empower parents to take their next step to address their mental health.
- **Provide parents with information** about perinatal mental health and the full range of treatment options (including formal and informal mental health supports).

- **Support parents to navigate the formal mental health system** by providing information and support about how to access care, and what to expect, and supporting parents as they engage with treatment providers.

### **Administrative Tasks (25%)**

- Maintain administrative tasks of a caseload of families including managing your schedule to meet families' needs, locating and **making appropriate referrals, documenting case notes in the database, etc.**
- **Track screening measures** to ensure they are completed and up to date
- Help families create short and long-term **wellness plans** that are strength-based, led by the family, and culturally attuned.
- **Telecommute** and be comfortable learning and adapting to new telehealth platforms.
- Assist program team in **developing components** of the Parent Resilience Program to best support all parents experiencing mental health complications.

### **Minimum Requirements**

- Lived experienced and recovery from a perinatal mental health challenge(s) with at least one year in recovery.
- Bi-lingual in Spanish/English; native Spanish Speaker, comfortability and willingness to provide translation support to clients.
- Authentic lived experience and ability to provide culturally-matched care within the Latinx/Spanish speaking and Immigrant community (Including those who are undocumented, seeking asylum) or 15-20 years of personal or professional experience working closely with Latinx/Spanish speaking and immigrant community.
- Ability to telecommute (laptop and hotspot provided).
- Access to reliable transportation to meet participants receiving in-person support in King County.
- Willingness to attend provided training on perinatal mental health.

### **Desired Qualifications**

- One year or more of experience in a peer mentorship, volunteer, or similar capacity, ideally with families.
- Passion for and commitment to the mission of Perinatal Support Washington and supporting parents.
- Comfortable with discussing mental health and knowledgeable about the perinatal period.
- Ability to work independently with little supervision.
- Strong communication, writing skills and strong attention to detail.
- Aptitude for solving problems with creativity and resourcefulness.
- Comfort and confidence learning new technology such as databases and case management software

## **Compensation and Benefits**

Perinatal Support Washington provides ample opportunity for professional growth and training in perinatal mental health. Starting salary for this full-time position is \$63,000 at 40 hours a week, equivalent to \$30.29 per hour, plus benefits.

PS-WA offers all employees a paid time off package based on prorated hours; a person working 40 hours per week receives 200 hours (5 weeks) per year to start. PS-WA offers up to 7 days of sick leave, Mental Health days, paid appointment time and 16 paid holidays per year (including 2 floating holidays); employees receive holiday pay on any holidays they are regularly scheduled to work.

Employees working 30 hours or more per week receive reimbursement for qualified health care expenses up to the QSEHRA maximum (currently \$12,450/year for a family).

This position is grant funded through 2026 with anticipation of a multi-year extension.

## **Application Instructions & Hiring Process**

To apply please send your resume and answers to the following questions to [Hiring@perinatalsupport.org](mailto:Hiring@perinatalsupport.org) with "PRS Serving Latinx Families" in the subject line.

### **Please share your thoughts on the following questions in your application:**

- Tell us how your authentic experience would allow you to provide culturally-matched care to Latinx/Spanish speaking communities.
- Tell us about your understanding of barriers to accessing care for your community in mental health systems.
- Please explain how you would work to destigmatize mental health with your clients/in your community.

Our interviews will begin in September. Please apply by September 15th.

Our hiring process will include the following steps:

- A short phone screening with the PS-WA's Program Manager (15 mins)
- A panel interview with existing staff in this role (\*we will provide interview questions in advance for your preparation)
- Reference checks on desired applicants
- Notice to chosen applicants and offering position
- Notice to all other applicants

**Position start date:** Fall 2024

*Perinatal Support Washington is an Equal Opportunity Employer. People of color, of any sexual orientation or gender identity, from under-represented*

communities, and people with diverse life experiences are **encouraged** to apply. Some heavy lifting and physical labor is required during special events. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this job.