



POSITION: Peer Services Coordinator

Texas Harm Reduction Alliance (THRA) seeks a Peer Services Coordinator to join our team. Applicants should align with the organization's core values, including racial justice, anti-racism, and an understanding and commitment to the [principles of harm reduction](#).

The Peer Services Coordinator will be tasked with strengthening our peer coaching program in collaboration with multiple front-line peer coaches. In addition, this position will be responsible for developing our Participant Advisory Board and compensated secondary exchange with our participants. This candidate should be prepared to be present in both drop-in and outreach environments, as needed.

Only candidates with lived experience with drug use will be considered. Please clearly explain your commitment to the harm reduction movement in your cover letter.

ESSENTIAL FUNCTIONS:

- Model and reinforce harm reduction values in the peer coaching approach
- Develop standards for peer coaching program; Identify needs gaps and expand opportunities to materially support peers
- Provide weekly one-on-one and/or group consultation space multiple peer coaches
- Provide constructive feedback to coaches; Support staff in navigating self-disclosure, boundaries, and ethical dilemmas
- Facilitate CEU/supervision completion, training opportunities, and professional development
- Ensure accurate and ethical documentation
- Evaluate peer coaching program successes and obstacles
- Develop and support our BIPOC Participant Advisory Board; Ensure organizational accountability to Participant Advisory Board relationship
- Develop and support compensated secondary exchange as a sustainable practice
- Participate in community-based recovery partnerships
- Provide information about local referrals, linkage, and navigation to housing, medical, healthcare, and other supportive services to peers
- Attend staff meetings, trainings, and conferences as assigned

REQUIRED JOB QUALIFICATIONS:

- Personal experience with drug use, including strong knowledge of harm reduction and social justice
- Current RSPS certification; Willingness and ability to obtain Peer Specialist Supervisor (PSS) certification
- A strong vision of harm reduction-based peer recovery coaching and the ability to speak to the vision in mainstream recovery spaces



- Must be person-centered, trauma-informed and competent working with people who use drugs from a variety of backgrounds
- Excellent communication skills and timely documentation
- Ability to maintain confidentiality and appropriate boundaries

PREFERRED JOB QUALIFICATIONS:

- Current PSS certification
- Personal experience with homelessness
- Experience in management and program design
- Experience or training in community organizing for system-level change

More About the job:

This full-time, salaried position will be located in our Austin, Texas location. The starting salary for this position is \$58,000 per year, with benefits including health, dental, vision, vacation, sick leave and holidays. This position reports to the Director of Services.

Texas Harm Reduction Alliance is an equal opportunity employer and does not discriminate in employing staff, or selection of volunteers, based on race, creed, religion, color, national origin, citizenship, sex, age, disability, marital status, sexual orientation, gender identity, justice involvement or conviction, veteran status, financial status or HIV status.

How to apply:

Please send an email to awhite@harmreductiontx.org with Peer Services Coordinator in the subject line, in (.doc) or (.pdf) format:

- Letter of introduction including your commitment to harm reduction principles mentioned above
- Current resume
- Contact information for three professional references