

## **Peer Mentor (Volunteer) – Job Description**

**Job Title:** Peer Mentor

**Responsible to:** Peer Coordinator

**Location:** Bristol (community-based role)

**Commitment:** Flexible – ideally 1–2 days per week

**Expenses:** Travel and agreed expenses covered

### **Who Can Apply**

This role is for people with lived experience of recovery from substance use.

You don't need qualifications or previous experience — just a willingness to learn and support others.

### **Purpose of the Role**

As a Peer Mentor, you'll use your experience of recovery to support people in the early stages of theirs. You'll provide encouragement, reduce isolation, and help clients build confidence and connections.

This voluntary role is part of Ara's Peer Academy and is designed to support your personal and professional development through:

- Free structured training
- Supervision and guidance from Ara staff
- Opportunities for accredited qualifications, apprenticeships, and employment coaching
- Support to explore career pathways into recovery support or other fields

### **Key Responsibilities**

#### **1. Supporting People One-to-One**

- Offer encouragement and emotional support based on your own lived experience
- Help clients set realistic goals and plan next steps
- Be a friendly, understanding point of contact

#### **2. Group Activities (*optional*)**

- Help co-facilitate group sessions on recovery and wellbeing
- Encourage people to take part in community activities

### 3. Sharing Practical Skills

- Assist with everyday tasks, like attending appointments or registering with a GP
- Support with life skills such as budgeting, cooking, or using digital tools

### 4. Being a Role Model

- Show positive routines and healthy coping strategies
- Demonstrate that recovery and change are possible

### 5. Working Safely

- Always keep professional boundaries
- Never give medical, financial, or legal advice
- Escalate any concerns about safety or wellbeing to Ara staff

## Training and Development

All Peer Mentors start with Phase 1 Training — a 6-week programme (two half-days per week) covering:

- Safeguarding and boundaries
- Group facilitation skills
- Confidence building
- Supporting others safely

After Phase 1, you can:

- Begin mentoring with regular supervision
- Progress to Phase 2 for further development, including:
  - Level 2 qualifications
  - Apprenticeships
  - Employment coaching
- Get support to plan your career or education pathway

## What You'll Gain

- Free training and mentoring experience

- Opportunities for qualifications and apprenticeships
- Ongoing supervision and wellbeing support
- Practical skills for CV-building and future employment
- A chance to make a positive difference in people's lives

### **What Peer Mentors Don't Do**

- Provide medical, legal, or financial advice
- Manage crises or emergencies alone
- Replace qualified staff or provide therapy
- Cross boundaries or work outside their training

### **Person Specification**

#### Essential

- Lived experience of recovery
- Empathy, reliability, and a non-judgemental approach
- Willingness to learn, attend training, and engage in supervision
- Respect for confidentiality and boundaries

#### Desirable

- Interest in developing new skills, such as group facilitation or IT
- Understanding of trauma-informed or person-centred approaches (*training provided*)

### **Next Steps**

If this sounds like you, we'd love to hear from you.

You don't need formal qualifications — your lived experience is your greatest strength.

To apply, please email [\*\*recruitment@recovery4all.co.uk\*\*](mailto:recruitment@recovery4all.co.uk)