



Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale  
Kingston Frontenac Lennox & Addington

<b>Position:</b>	Peer Specialist (French Language Services)	<b>Competition Number:</b>	2026-035
<b>Hours of Work:</b>	37.5 hours per week. Days, Evenings, Weekends	<b>Reports to:</b>	Program Manager, CI Housing
<b>Location:</b>	Kingston	<b>Hourly Rate:</b>	Pay Band 5 \$ 29.34 - \$ 34.33
<b>Job Status:</b>	Permanent Full-time	<b>Union/Non-Union:</b>	OPSEU/SEFPO Local 489
<b>Vacancies:</b>	One (1)		

This posting is for an existing vacancy within our organization

*We are seeking Peer Specialist who are enthusiastic and passionate about opportunities to work with individuals in the community. Our Peer Specialists are key members of many frontline teams, including Comprehensive Integrated (CI) Housing. This role contributes to the support of our clients in providing invaluable services to individuals with addiction and/or mental health concerns within the Kingston, Frontenac, Lennox and Addington (KFLA) communities.*

*In addition to the fulfilling sense of giving back to the community, AMHS-KFLA also offers a competitive benefit package to permanent full-time staff which includes the following:*

- *Extended Healthcare and Dental Benefits*
- *Basic Life and AD&D Insurance, with optional added levels of coverage*
- *Dependent Life (dependents/spouse covered at no additional cost)*
- *Enrolment in the Healthcare of Ontario Pension Plan (HOOPP)*
- *Paid time off entitlements (sick time, vacation, wellness leave, family/personal leave)*

*Our Peer Specialist positions are members of Ontario Public Sectors Employee's Union (OPSEU/SEFPO) Local 489 and work from various locations throughout KFLA.*

#### **Job Summary:**

The Peer Specialist works as a member of an interdisciplinary team in a residential setting. The incumbent assists and supports in the treatment and crisis intervention under the supervision of clinical staff, providing services in a residential environment. The incumbent is responsible for peer counselling and side by side support for assigned clients, as well as assisting in the comprehensive assessment of clients and sharing in the responsibility for supporting the needs of all clients.

Utilizing personal experience as a recipient of mental health services, the Peer Specialist provides first hand insight to the team and its clients in the provision of services, maximizing client choice, self-determination and decision making in the planning, delivery and evaluation of services. Services of the team are provided in accordance with the mission, vision, values and established protocols of the Agency and the principles of psychosocial rehabilitation.

There are a number of specialty Peer Specialist roles supporting clients across multiple programs at the Agency. Further information on variation:

**Comprehensive Integrated (CI) Housing** – The Peer Specialist, CI Housing works as a member of the interdisciplinary team, providing services to individuals diagnosed with a serious mental illness and/or substance use disorder, who are residing in a transitional treatment program. Responsibilities include team consultation and sharing of expertise with the care team, care coordination of an assigned caseload, as well as the development and facilitation of groups.

#### ***This position is FLS Designated***

As such, the Case Manager for French Language Services is responsible for providing services to clients in English and French and works collaboratively within the team on supporting French-speaking clients outside of their assigned case load. The incumbent may also be asked to support French-speaking clients of other programs of the agency as required. Travel may be required to all KFL&A sites.

**Note:** If the competition is unsuccessful for a French Language Services individual, applicants without proficiency in French language will be considered at that time. As such, all applicants are invited to apply.

#### **Minimum Qualifications:**

- Oral French Language proficiency at the Advanced level, in accordance with the provincial standard.
- University Degree in a health-related discipline
- One year experience providing services to individuals who live with a serious mental illness, in a community or residential setting preferred
- Lived experience with addiction and/or serious mental health illness, either personally or through a close family member, strongly preferred.

- Certification in First Aid and CPR, an asset
- Applied Suicide Intervention Skills Training, an asset
- Non-Violent Crisis Intervention training, an asset

**Knowledge, Skills & Abilities:**

- Knowledge of and ability to apply discipline specific principles and practices to individuals who live with a serious mental illness, within a client-centered approach
- Demonstrated in-depth knowledge of mental health symptoms, issues, psychotropic medications and associated side effects
- Ability to utilize own personal, practical experience, self-knowledge and first-hand insight to benefit clients and team members
- Knowledge of and ability to apply Psychosocial Rehabilitation and recovery principles
- Knowledge of issues related to addictions, an asset
- Knowledge of and ability to incorporate best practices in community support for individuals living with a serious mental illness
- Demonstrated assessment and crisis intervention skills with broad knowledge of emergency mental health and crisis stabilization
- Ability to effectively utilize community resources and support to meet the needs of individuals
- Ability to work under pressure within a changing environment
- Working knowledge of the Health Care Consent Act, Mental Health Act, Personal Health Information Protection Act, and other relevant legislation
- Excellent communication and interpersonal skills in order to effectively engage community services and individuals, increasing awareness of services
- Well-developed problem-solving, prioritization and conflict resolution skills
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment
- Basic proficiency in computer skills; MS Office preferred
- Ability to work rotating days, evenings and weekends
- Must possess a valid Ontario Driver's License and have regular access to a reliable vehicle and provide proof of \$2,000,000 vehicle insurance. Incumbent may be required to transport clients
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire

Please submit a resume and cover letter as one document only quoting **Competition Number 2026-035**

to: [careers@amhs-kfla.ca](mailto:careers@amhs-kfla.ca)

*AMHS-KFLA strives to be a diverse and inclusive workplace. We encourage applications from all candidates who would contribute to the diversity of our community and enhance our ability to provide quality services to our clients.*

*We are committed to accessible employment practices. If you require an accommodation to fully participate in the recruitment and selection process, please inform Human Resources to discuss your individual accessibility needs.*

**AI Disclosure:** We do not use artificial intelligence to screen, assess, or select applicants for this position