

Job Description: Peer Support Specialist

NC Survivors Union + Guilford County

Position Title: Peer Support Specialist

Reports To: Deputy Director (NCSU) + Amanda Clark

Hours: Full-Time, combination traditional/non-traditional hours **Location:** Greensboro, NC (in-person with some field work, 80% of time will be with Guilford county, 20% with NCSU)

Compensation: \$41,600-52,000+ some benefits

To Apply: Send a resume to Caty@ncsunion.org, megan@ncsunion.org, and Andrea@ncsunion.org

About NC Survivors Union

NC Survivors Union (NCSU) is a drug user–led harm reduction and advocacy organization working to improve the lives, rights, and health of people who use drugs. We operate a participant-driven drop-in office, syringe service program, and organizing hub for directly impacted individuals.

Position Summary

The Peer Support Specialist provides non-judgmental harm reduction–based support to people who use drugs, people experiencing mental health crises, and community members accessing NCSU services. This role centers lived experience and survivor leadership while supporting county-aligned initiatives. Mostly training and education with Guilford County.

Key Responsibilities-

- Education & Training
- Support daily office operations
- Conduct informal wellness checks, crisis de-escalation, and systems/resource navigation (navigating Medicaid, SNAP, EBT benefits, etc.)
- Assist with overdose prevention education, naloxone distribution, and safer-use guidance
- Help maintain accurate records consistent with NCSU practice and county expectations
- Participate in trainings, supervision meetings, and collaboration with Guilford County
- Work collaboratively with the team to maintain a participant-centered environment

- Engage in street outreach or community engagement as needed
- Facilitation of support-type groups
- Uphold NCSU's core principles: dignity, autonomy, mutual aid, and survivor-led care with radical love and acceptance.

Qualifications

● Required:

- Lived experience with drug use, harm reduction, mental health and/or recovery in any form
- NC Certified Peer Support Specialist (CPSS)
- Ability to engage participants with respect, confidentiality, and non-judgment
- Experience navigating systems and resources relevant to people who use drugs or are marginalized
- Comfort working in busy, chaotic, unpredictable, participant-driven environments

● Preferred:

- Experience in harm reduction, peer work, grassroots organizing, or crisis response
- Familiarity with Guilford County community resources

Work Environment

There are two separate work environments - NC Survivors Union and Guilford County. This role involves direct participant support, sometimes high-stress interactions, and a strong team environment. NCSU is a peer-led organization, and the workplace centers flexibility, compassion, and non-punitive practices.