



AIDSAlabama  
Housing Is Healthcare

## JOB DESCRIPTION

### AIDS Alabama

### *Youth Peer Mentor (part time)*

|                        |  |
|------------------------|--|
| Reports to             | Director of Prevention   |
| Minimum Qualifications | <ul style="list-style-type: none"><li>• Person living with HIV/AIDS;</li><li>• Strong verbal and written skills;</li><li>• Excellent community networking skills and versatility;</li><li>• Reliable transportation, valid driver's license, good driving record and automobile insurance;</li><li>• Must pass background check and drug screen.</li></ul> |
| Overall Mission        | To provide primary and secondary prevention education services to those living with HIV/AIDS who reside in Jefferson County and surrounding municipalities. Identify effective and efficient means of marketing services to eligible persons in need.  |

AIDS Alabama is the largest AIDS Service Organization in Alabama. AIDS Alabama's prevention education and outreach efforts reach approximately 15,000 people in our local community each year, with emphasis placed on the dissemination of accurate HIV information and HIV testing to at-risk populations.

Peer Health Mentors are integral to implementation of our Living Out Loud intervention for youth living with HIV/AIDS. Peer Health Mentors will be frontline public health workers who are (themselves) living with HIV. Successful candidates will have an unusually close understanding of the needs of others in the community living with HIV/AIDS. The Peer Health Mentor will serve as a liaison/link/intermediary between health/social services, facilitate access to services and improve the quality and cultural competence of service delivery. Peer Health Mentors will also build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.

#### **Some of the Job Duties**

1. Identify and establish collaborative relationships in order to provide HIV/AIDS prevention education and services to persons living HIV/AIDS.
2. Build rapport with HIV-positive clients, help the client identify needed services and barriers to accessing those particular services, and work with the client to devise a plan to overcome those barriers. The Peer Health Mentor will directly and indirectly assist the client in implementing an individualized plan of action.
3. Be available to communicate with individuals who are HIV-positive and provide referrals for services such as mental health counseling, housing assistance, legal aid, specialized health care, etc.
4. Provide information and refer clients (or potential clients) to the social work staff at AIDS Alabama, if desired. Never provide counseling services for which training has not been provided.
5. Accompany clients to medical or service appointments.
6. Act as a liaison between clients and care providers.

7. On request, assist AIDS Alabama in providing the OraQuick, Alere or Insti Rapid test. Must follow standard pre/post counseling for all persons being tested for HIV.
8. Provide support, skills-building and guidance to improve patient-provider communication.
9. Other duties as assigned.

**Work Environment**

1. Schedule: Work hours are part time and may include nights and/or weekends; varies based on the needs of the agency and communities.
2. Physical Requirements: May lift up to 50lb occasionally; long periods of standing, stooping, bending, and sitting.
3. Safety/Environmental: Exposure to multi-cultural consumers and/or family members with HIV/AIDS (or other STI's) as well as impaired cognitive behaviors.

**Overall Expectation**

Represent the agency through all methods of communication in a way that reflects the agency's mission. Adhere to all AIDS Alabama, Inc. Policies, Procedures, and Guidelines (including, but not limited to, Human Resources/Personnel, Finance, Operational, and Housing) as presented and as adapted. Establish a strong, solid line of communication with all levels of employees and external business partners. All employees are expected to perform and communicate openly, effectively, and professionally with staff members, consumers, and external business partners. Must be willing and able to complete all trainings in obligatory timeframes. All employees are expected to perform in a mature, professional, business-like manner. Participation in agency activities, testing events, and fundraisers is expected as necessary and requested. Be aware that breach of confidentiality is grounds for dismissal. This job description can be modified to reflect additional tasks.

AIDS Alabama expects staff to create a safe space in which all people are valued, respected, and treated with dignity; sexuality is accepted as a healthy part of being human. In such a space, all people would be celebrated for who they are and provided with the economic, educational, and social opportunities to reach their full potential.

**AIDS Alabama is an equal opportunity employer**

\_\_\_\_\_  
Employee's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Human Resources signature (or assigned designee)

\_\_\_\_\_  
Date