Job Title: Peer Support Specialist (PSS)

Full-time 40 hours per week

Start Date: February 1, 2027

Location: Easton, MD (travel to all 5 Mid-Shore Counties may be required)

Your lived experience could give someone else hope!

Have you overcome significant challenges related to your own mental health and/or addiction/substance use?

Have you reached a place in your own wellness and recovery where you can look back on what you have learned and use those experiences to help show support to someone else as they move forward?

You may have exactly the kind of experience we are looking for.

Chesapeake Voyagers, Inc. (CVI) is seeking a **Peer Support Specialist** in the Mid-Shore area at our location in Easton, MD.

Personal lived experience is at the heart of this position.

Who We Are Looking For

We are looking for someone who has personally experienced significant challenges with their mental health and/or substance use/addiction and has reached a place of sustained wellness and recovery.

We require that all applicants have achieved a level of wellness, stability, self-awareness, and personal growth that allows them to appropriately use those experiences to support others. For applicants whose lived experience includes **substance use**, a minimum of **five years of sustained recovery from substance use is required**.

Your lived experience does not have to define you—but it could have helped shape you into someone who can offer another person genuine understanding, connection, encouragement, and hope.

What Peer Support Means at CVI

Chesapeake Voyagers, Inc. is a unique, peer-operated non-profit organization where we don't just provide peer support; we thrive by moving from helping to learning together. We value relationship over individual authority and hope over fear.

Peer support means walking with someone rather than directing them. It means listening, connecting, sharing lived experience when it can benefit another person, respecting individual choices, and helping people recognize their own strengths and possibilities.

In this position, you will have opportunities to:

- Build genuine one-to-one peer relationships.
- Listen, encourage, and support people in identifying their own goals and strengths.
- Appropriately share your lived experience when doing so may help another person feel understood or hopeful.

- Facilitate support groups, discussions, social activities, and other engaging programs.
- Help create activities that promote connection, personal growth, wellness, recovery, and—just as importantly—fun.
- Connect peers with community resources and information when needed.
- Help maintain a welcoming, respectful, nonjudgmental environment where people feel they belong.
- Work collaboratively as part of a team that values everyone's voice and contribution.

What Matters Most to Us

We aren't necessarily looking for the person with the longest résumé or the most certifications.

We are looking for the right person. Someone who:

- Has meaningful personal lived experience and is comfortable appropriately using it to help support others.
- Has strong personal boundaries, maturity, and self-awareness.
- Is dependable and understands that peers and coworkers need to be able to count on them.
- Genuinely enjoys connecting with people.
- Can actively listen without judgment.
- Communicates well with people from different backgrounds and life experiences.
- Can build relationships one-to-one while also being comfortable facilitating groups.
- Understands that supporting someone does not mean telling them what to do or trying to "fix" them.
- Can respect another person's choices even when those choices are different from the ones they would make.
- Brings creativity and enthusiasm to developing groups, activities, and opportunities for connection.
- Is willing to learn, grow, receive feedback, and continue developing professionally.
- Can work collaboratively in an environment where everyone's contribution matters.

CPRS Certification Is NOT Required

You do **not** need to be a Certified Peer Recovery Specialist (CPRS) to apply.

At CVI, we recognize that every employee brings different strengths, experiences, and areas for growth. Training and professional development are individually based on the needs of the employee and the position.

Employees who are interested in pursuing CPRS certification will be given the opportunity to receive support for that professional development, but **lack of CPRS certification should not stop the right person from applying.**

You May Be a Great Fit Even If You've Never Done This Work Before

Perhaps you have spent years building a life of wellness and recovery but never considered using your experience professionally.

Maybe people naturally come to you because you listen without judging them.

Maybe you remember what it felt like when someone finally understood what you were going through—and you would like to be that person for someone else.

Or perhaps you have been wondering whether everything you have experienced could somehow be used to make a difference.

That is exactly why we want you to consider applying.

Your journey may have given you something that cannot be learned from a textbook or earned through a certification: the ability to genuinely say to another person,

"I've been through difficult things too. You don't have to do this alone."

Position Details

Location: Chesapeake Voyagers, Inc. — Wellness and Recovery Center, Easton, Maryland

Schedule: Monday–Friday, 9:00 a.m.–5:00 p.m., with occasional evening and weekend hours for special events.

Compensation: $47,000–$50,000 annually.

Benefits: Health, dental, and vision insurance; paid time off; holiday pay; and mileage reimbursement for work-related travel.

Additional Employment Requirements: A valid driver's license and clean driving record are required. Applicants with a criminal history will be considered; however, certain violent offenses may be disqualifying based on the requirements and responsibilities of the position.

Interested?

Contact us at **careers@chesapeakevoyagers.org**

We want to know more than what appears on your résumé.

When applying, please tell us about **why peer support interests you, what you believe your lived experience has taught you, and why you believe you are at a place in your own wellness and recovery where you can use those experiences to support others.**

You do not need to disclose every detail of your personal history. We are interested in understanding how your experiences have shaped who you are today and what draws you to helping others.

If you've read this announcement and found yourself thinking, **"I think they're describing me."**

We hope you'll apply.