

AIM CENTER, INC. Job Description

JOB TITLE: Recovery Coach

JOB CLASSIFICATION: Full Time, Non-Exempt

REPORTS TO: Program Director

SUPERVISES: n/a

Please Note: *To be considered, we would like all candidates to include a cover letter with their application!*

POSITION SUMMARY: To promote recovery, community integration, and improved quality of life using Social Practice which is a specialized form of therapy that uses a community-based approach of assisting individuals to learn new skills, hone their talents, build dignity, develop a sense of belonging, and make progress towards their goals using Psychosocial Rehabilitation.

The Recovery Coach (RC) is responsible for making sure the elements of social practice, described above, are carried out to benefit members. In addition, the Recovery Coach role will support related unit-specific goals (business communication, community integration, food and fitness, education, wellness, employment, etc.), while adhering to the International Standards for Clubhouse Programs.

The AIM Center practices the International Standards for Clubhouse Programs. A Clubhouse is a place that offers respect and an opportunity to its members, as the definition for the Clubhouse Model of Rehabilitation and agreed upon by the worldwide Clubhouse community. The principles expressed in these Standards are at the heart of the Clubhouse community's success in helping people with mental illness stay out of hospitals while achieving social, financial, educational, and vocational goals. The Standards also serve as a "bill of rights" for members and a code of ethics for staff, board, and administrators.

The social practice model has successfully addressed symptoms associated with mental illness that are not directly managed through medication alone, such as social isolation, social withdrawal, apathy, and the absence of self-confidence and self-worth.

The five elements of social practice listed below are practical ways to understand and address common challenges people living with mental illness often face. Challenges such as trust issues, social injustices and marginalization, lack of self-worth, low motivation, stigmatization, social isolation, and alienation.

- TRANSFORMATIONAL/SOCIAL DESIGN
- ENGAGEMENT
- RELATIONSHIP DEVELOPMENT
- INTEGRATED FEEDBACK & INTERVENTION
- TRANSITIONAL ENVIRONMENTS

Requirements

ESSENTIAL DUTIES AND RESPONSIBILITIES

Member Support & Advocacy

- Maintain a caseload assigned by the Program Director, supporting members in utilizing a strengths-based model in the initial development and successive reviews of individualized goals for their recovery
- Perform member engagement, relationship development, continuous assessment, and management of transitional environments with the AIM Center membership
- Support and develop a Clubhouse community that is based on an evidence-based approach and the International Standards for Clubhouse Programs
- Utilize the Clubhouse community to design positive interventions to deal with common barriers such as social isolation, poor self-esteem, anxiety, symptom management, and poverty
- Create access to environments outside of the AIM Center not traditionally therapeutically oriented, to build general skills, and a sense of confidence, and to support members' self-efficacy. This includes the provision of on-site support in employment, education, and housing environments outside of the AIM Center
- Develop relationships with AIM Center members and the community that can be leveraged to provide support for positive change and risk-taking, combat social isolation and increase meaningful connections, and introduce members to new opportunities
- Engineer various environments and social interactions to create evidence-based results and develop an accessible positive community

- Observe and assess experiences with members in a variety of naturalistic environments in order to create specific interventions for individuals' rehabilitation
- Provide daily advocacy and engagement with Clubhouse members to help them gain self-worth, and purpose of confidence, while offering guidance for appropriate problem-solving techniques
- Provide a safe space for members, individually and in group sessions, to assist in overcoming dependencies, adjusting to life, and making changes

Training Support & Entitlements

- Provide training support (vocational training) for transitional employment opportunities and maintain strong relationships with employers for job opportunity developments
- Support and fill-in for members in their Transitional Employment (TE) opportunities, if/when needed, and assist with employment dinners
- Assist members with entitlements and benefits; food stamps, SSI/SSDI, Medicaid/Medicare/Tricare, Transportation set-up, bus passes, and ADA accommodations
- Facilitates supported housing applications, assists members with physical moves into housing units
- Advocates for members' well-being, safety, and livelihood with support around clinical, legal, housing, appointments, medications, and independent living opportunities
- Acquire proficiency in skills and tasks of the (unit) you are assigned. This may include safety protocols, health guidelines, inventory lists, how-to guides, etc.
- Complete all documentation including but not limited to progress notes and reach out documentation on time
- Maintain compliance with all government agency requirements, company policies, and procedures
- Periodic travel to Crabtree Farms (AIM Center's off-site garden plot location), work some major holidays, some weekend and evening hours
- Flexibility with staying late or arriving early, if necessary, to fulfill unit or member needs, and interchangeability with other staff on the unit
- Maintain confidentiality of records relating to members' progress in accordance with AIM Center guidelines and regulatory requirements
- Perform related duties as assigned by the supervisor
- To uphold best practices and requirements of Psychosocial Rehabilitation, TN Licensure, Managed Care Organizations, and any outcome requirements as applicable

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

- Undergraduate degree or an equivalent combination of training and experience required
- Graduate degree or equivalent preferred
- 1-3+ years of experience working with individuals with serious mental illness and or/hands-on experience working in a community setting preferred
- 1-2 years of vocational rehabilitation, training, or employment specialist experience preferred
- Ability to effectively manage and handle member concerns and behaviors
- Proven experience with mental health crisis management by supporting members who are under emotional distress

REQUIRED AND PREFERRED EDUCATION, EXPERIENCE, AND CREDENTIALS

- Undergraduate degree or an equivalent combination of training and experience required
- Graduate degree or equivalent preferred
- 1-2 years of experience working with individuals with serious mental illness and or/hands-on experience working in a community setting preferred
- Reliable personal automobile (licensed and insured).
- Valid Driver's License (F endorsement required for residents of Tennessee, no DUIs).

PHYSICAL REQUIREMENTS

- To perform this job successfully, an individual must be able to perform each essential duty and meet all physical requirements satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

EMPLOYEE BENEFITS

AIM Center provides work-life balance and competitive compensation. Eligible employees receive a rich collection of benefits. These include, but are not limited to:

- Medical and Prescription Drug Coverage
- Dental
- Vision
- Employee Assistance Program

- Company Paid Life Insurance
- Company Paid Short- and Long-Term Disability Coverage
- 401(k) Retirement Savings Plan with a generous company match
- Career Advancement Opportunities
- Generous Paid Time Off
- 10 Paid Holidays

Interested individuals should apply for this immediate opening via:

- Email: JamiePolk@aimcenterinc.org
- By Fax: (423) 648-9135
- In-Person: 472 West Martin Luther King Blvd., CHATTANOOGA, TN 37402

AIM Web Site: <http://www.aimcenterinc.org>