

Employment Opportunity

Punjabi Community Health Services

Job Title: Peer Support Worker- Mental Health, RRSL	Date Re-Posted: February 12, 2026	Reports to: Team Lead, Mental Health Program
Job Posting # PS-MH-RRSL-035/ 2025-26	Date Closed: February 20, 2026	

About Organization:

Punjabi Community Health Services (PCHS) is a pioneering, nonprofit, charitable organization serving the diverse populations of Brampton for 35 years. Our services incorporate addiction support, mental health assistance, geriatric care, health promotion, domestic violence intervention, parenting support, settlement services, and programs for women, children, and youth. PCHS is renowned for its innovative community development efforts and Integrated Holistic Service Delivery Model. We hold accreditation from the Commission of Accreditation Rehabilitation Facilities (CARF) International and Imagine Canada, and we are sensitive to the 2SLGBTQ community.

Why Work at PCHS:

- 3 weeks' paid Vacation to start; 4 and 5 weeks after 3 and 4 years of continuous service.
- 7 days' paid Personal Time on pro-rated basis
- Comprehensive Benefits package (special benefits for gym memberships and winter tires)
- Employee Assistance and Family Assistance Plan
- Various employer-paid training programs and professional development opportunities
- Develop and network through robust community and partner events
- Mileage reimbursement as applicable
- Free on-site parking
- Hybrid work model (conditional on the nature of services and funding agreements)

About Program:

Rapid Response Save Lives (RRSL) is a pilot project. This program offers pre-emptive mental wellness support and post-hospital discharge support to individuals and their family members. The program is based on the principles of hope, recovery, empathy, self-determination, and respect. Case managers and Peer Support Workers will work with the clients experiencing substance abuse and mental health issues and ready to work toward their recovery. RRSL staff will provide linguistically and culturally competent mental wellness psycho-educational support and post-hospital discharge support to patients and their families to achieve their recovery and rehabilitation goals.

About Position:

This position will focus on building addiction and mental health focused peer support that is integrated with current programs and partnerships. Program is offered to family members of individuals experiencing substance abuse and mental health issues and

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ready to work towards their recovery. Peer Support Worker will provide linguistically and culturally competent support to family members. This program is based on the principles of hope, recovery, empathy, self-determination, and respect. This position will work to enhance existing services offering a safe, non-judgemental environment through a guided journey for the individual and their family members.

Qualifications and Skills required:

- Degree or diploma in a health services or related field. Preferred education in Addictions, Mental Health or Social Work.
- Experience of group work is preferred
- Solid working knowledge of recovery principles
- Effective interpersonal, communication and organizational skills to function effectively within a collaborative team environment
- Ability to work independently with minimal supervision
- Knowledge of community services and supports available in Region of Peel
- Excellent working skills of MS Word, Excel, PowerPoint and internet
- Knowledge of DATIS, Catalyst, Ontario Common Assessment of Need (OCAN) is an asset
- Fluency in Punjabi, Hindi and Urdu languages is preferred

Requirements:

- Valid driver's license, regular access to a vehicle with valid insurance
- A satisfactory current Vulnerable Sector Screening (Criminal Record Check) report
- Current CPR and First-Aid certification
- Vaccines (COVID-19 and others) are encouraged

Key Responsibilities:

- Build supportive, trust-based relationships with clients and their families, grounded in mutual respect and shared lived experience.
- Clearly explain the role of a Peer Support Worker within the broader program context, and respond to client questions or concerns.
- Support clients in identifying their strengths, needs, and personal goals, and collaborate in developing recovery-focused care plans.
- Provide guidance and psychoeducation to clients and families on recovery principles and ways to foster supportive environments.
- Encourage self-reflection and self-determination by helping clients identify inner strengths and explore meaningful life changes.
- Promote client safety, wellness, and empowerment through informed choices and goal setting.
- Encourage and support clients to advocate for themselves in clinical and community settings.

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- Facilitate or co-facilitate peer-led support groups and assist clients in creating individualized recovery plans.
- Support clients in identifying and pursuing educational and vocational goals that align with their recovery journey.
- Provide ongoing peer-based support, including life skills coaching, pre-employment readiness, and referrals to community services.
- Advocate on behalf of clients and liaise with external agencies to connect clients with appropriate resources and supports.
- Offer education and peer-based insight around substance use and recovery to clients, families, and other support networks.
- Assist clients in accessing long-term supports when needed and contribute to discharge and follow-up planning.
- Maintain accurate documentation, case notes, and statistical tracking in accordance with agency policies and procedures.
- Participate actively in team meetings, case conferences, program planning, and community working groups.
- Collaborate effectively with interdisciplinary teams, both within the organization and with external partners.
- Contribute to a culture of compassion, respect, inclusion, and recovery within all aspects of the role.
- Perform other related duties as assigned.

Hours: Full time, (Contract) 37.5 hours per week
(Some evenings and weekends work is required)

Position to commence: February 2026

Annual Salary Range: \$45,000-\$48,000

Please submit your resume to the Hiring Committee at hr@pchs4u.com by February 20, 2026

Please add **Job Posting # PS-MH-RRSL-035/ 2025-26** to the email subject line and cover letter.

PCHS offers an attractive and rewarding work environment. We appreciate all applicants' interest, but only those under consideration will be contacted for an interview.

PCHS is committed to diversity in its workplaces and welcomes applications from all visible minority groups, women, Aboriginal persons, 2SLGBTQ, persons with disabilities, among other self-identified diverse groups.

We also provide accessible employment practices that comply with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources at hr@pchs4u.com