



**Blue Ridge Healthy Families  
Family Support Specialist (FSS)**

**Purpose:** The BRHF Family Support Specialist will support the organization's mission and vision by exhibiting the following behaviors: excellence and competence, collaboration, innovation, respect, trustworthiness, accountability and commitment to the community. Healthy Families America is a nationally recognized evidence-based intensive home visiting program model designed to work with overburdened families who are at risk for adverse childhood experiences, including child maltreatment.

**Job Description:** To promote healthy childhood outcomes, the Family Support Specialist (FSS) will provide intensive home visitation services to overburdened expectant parents and parents of newborns in an effort to 1) mitigate maltreatment risk within the family and help them reduce stress factors that could potentially lead to child abuse and neglect; and, 2) increase protective factors within the family that promote healthy childhood outcomes. The FSS will provide services to families enrolling prenatally or at birth, and continue serving families up to five years.

The FSS will have the following essential duties and responsibilities:

- Engage referred families to schedule an initial family assessment visit, and return follow-up information on the family's engagement to the original referring agency.
- Conduct the initial Family Resilience and Opportunities for Growth [FROG] assessment, followed by scoring and documenting the assessment results. Additional family screenings to be completed include intimate partner violence, maternal depression, and child development.
- Provide interventions based on what has been determined as the family's HFA Service Plan, as derived from assessment results, and on-going needs as they arise.
- Provide parent education through use of the Growing Great Kids curriculum and other supplemental curricula.
- Employ strategies to strengthen parent/child interactions through the parallel process and observation. Assist families in developing and achieving meaningful goals.
- Track several reporting data points, such as prenatal care, use of birth control, well-child checkups, immunizations, and others, utilizing the FamilyWise Data System.

It is critical for this team member to stay abreast of resources available within the community, with the capacity to refer families to engage with these supportive opportunities. FSS will also conduct outreach to local providers and service agencies; and potentially serve on various community boards and advisory teams, as assigned. Professional development opportunities – many required – will be available through a variety of sources.

**Competencies:**

Minimum of a bachelor's degree in social work or another human service field; with experience working with or providing services to families and young children is required. Infant Mental Health Endorsement level I or II is preferred. The ability to establish trusting relationships, accepting individual differences, with experience and willingness to work with culturally diverse populations is needed. Successful candidates will have knowledge of infant and child development, and exhibit an openness to reflective practice, recognizing the value of supervision.

Ability to apply the principles and practices of the Healthy Families America model is necessary, with proficient computer skills to allow communication, participant record documentation, and accessing of information. Valuable attributes include close attention to detail, and strong communication skills - both written and verbal in relative situations, with the ability to diffuse difficult situations or confrontations. A valid NC driver's license is required.

The position is full-time, with group health insurance, 5% matching contribution to 403(b) retirement account, accrued leave time, and a family-friendly work atmosphere.  
Salary range is \$16.50 – \$20.50 per hour

Interested parties should submit a cover letter and resume to [director@brpartnershipforchildren.org](mailto:director@brpartnershipforchildren.org).