



**Blue Ridge Healthy Families
Family Support Specialist
Buncombe & Madison counties**

Purpose: The BRHF Family Support Specialist will be a cross-trained home visitor that supports 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 home visiting 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 up to five years.

The FSS will have the following essential duties and responsibilities:

- Initiate and maintain regular and long-term contact with families for the purpose of support in their homes.
- Identify and refer families for other support.
- Provide parent education through the use of the Growing Great Kids curriculum and other supplemental curricula.
- Employ strategies to strengthen parent/child interactions through the parallel process and observation.
- Track post and prenatal care, birth control, well-child checkups, immunizations, as well as various other constructs of the Federal reporting requirement.
- Assist families in developing and achieving meaningful goals.
- Provide interventions based on what has been determined as a family's HFA Service Plan needs as derived from the initial Family Resilience and Opportunities for Growth [FROG] assessment, and ongoing needs as they arise.
- Engage family referrals to schedule a 1st home visit/initial family assessment visit.
- Objectively conduct FROG assessments, score and document the assessment.
- Provide follow-up information to referring agents.
- Conduct family screenings to include intimate partner violence, depression, child development.
- Document family contact and enter relevant data in the FamilyWise Data System on an ongoing basis.
- Stay abreast of resources available to support families within the community.
- Conduct outreach to local providers and service agencies; potentially serving on various community boards and advisory teams, as assigned.

- Attend all required HFA/BRHF/BRPFC training.

Selection Criteria:

- Experience working with or providing services to families and young children
- ability to establish trusting relationships
- acceptance of individual differences
- experience, humility and willingness to work with culturally diverse populations
- knowledge of infant and child development
- willingness to engage in reflective practice (i.e. has capacity for introspection, communicates awareness of self in relation to others, recognizes the value of supervision, etc.).
- Infant Mental Health Endorsement level I or II preferred

The ability to apply the principles and practices of the Healthy Families America model is necessary; proficient computer skills to allow communication, participant record documentation, and access of information. Valuable attributes include close attention to detail, strong communication skills - both written and verbal - in relative situations; ability to diffuse difficult situations/confrontations, and ability to interpret information.

A valid NC driver's license is required.

Education:

A minimum of a high school diploma or equivalent; Preferred: graduation from a four-year college or university with a B.S.W or other related field or a combination of education and experience.

Infant Mental Health Endorsement level I or II preferred.

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.

The assigned work station is remote, with service delivered in family homes, and includes required in-person staff meetings each month.

Salary range is \$17.75 – \$24.50 per hour
with a monthly \$200 remote stipend

Qualified candidates should submit a cover letter and resume to
director@brpartnershipforchildren.org