

Relief Nursery Outreach Home Visitor

CLASSIFICATION: Non-Exempt, Hourly

WORK SCHEDULE: Full-time, 40 hours per week

PAY/SALARY: TBD

LOCATION: Salem and Santiam Canyon area

Family Building Blocks (FBB) is accepting applications for a full-time Relief Nursery Outreach Home Visitor who will provide services to families in the Salem and Santiam Canyon area. This position is eligible for benefits.

FBB is a not-for-profit child abuse and neglect prevention organization providing services in Marion and Polk counties. We serve over 700 children and families annually through the services, programs, and resources provided at our six locations.

FBB's mission of "Keeping Children Safe and Families Together" is the foundation that helps us build strength in our communities, large and small. We are committed to putting families at the center of our work.

Do you enjoy working in a fast-paced environment? Want to make a difference and be part of our mission? Can you adapt to rapidly changing priorities swiftly? Take a few minutes to learn more about our organization and this position. Join our team!

Primary Purpose

The Outreach Home Visitor will work with families in their homes to establish a positive home environment, to promote healthy child growth and development, and to support the well-being of children and families. S/he uses therapeutic home visiting skills such as effective praise and reflective dialogue to strengthen parent-child relationships, improve parenting skills, teach effective problem solving, and reduce family stress. The home visitor also helps parents identify and access community resources that will help the family accomplish their goals. Contacts with families are numerous and frequent; interactions will be in person or by telephone. All services must comply with Oregon Association of Relief Nursery (OARN) standards.

Essential Duties:

Every position is vital to ensuring the highest level of services are delivered to our children and families. Regular attendance is expected of all employees as a normal condition of employment and each employee is responsible for being present every day at the scheduled time.

70% Home Visiting

- Schedules and provides regular home visits to assigned families in accordance with Relief Nursery (OARN) guidelines and work with supervisor to maintain a caseload that meets established standards.
- Implements research-based curriculum during home visits to guide parents.
- Provides direct support to parents by interviewing and using questions to help parents reflect on and improve their parenting technique, and by offering information about child development.
- Provides direct support to parents by partnering with them in both attaining goals and navigating community resources.
- Assist families to develop goals, objectives and activities to meet their needs, using a family centered, strength-based approach.
- Encourages parents to advocate for themselves, thus fostering self-efficacy.

20% Service Delivery and Documentation

- Completes developmental screenings, assessments, and questionnaires at the required intervals.
- Documents observations of children and families accurately and completes required paperwork in a timely manner, in accordance with program standards.
- Timely completion and systematic organization of all required documentation such as case notes, surveys, and other screenings in compliance with program requirements.
- Maintains contact with caseworkers, counselors, and other community partners in the provision of services to assigned families.
- Assures that proper release of information documents are signed before communicating with other service providers.
- Meets weekly with supervisor for reflective supervision to evaluate family/child progress, develop case-plans, and identify strategies for improving outcomes.

5 % Volunteer & Intern Program Support

- Provide an atmosphere that promotes inclusion and supports volunteers and student intern involvement in working with families.
- Support the work of FBB volunteers and interns as an integral part of program services.
- Provide learning opportunities for volunteers and interns while participating in program services.

5% Other

- Attend agency staff meetings, in-services, and other required trainings.
- Assists as needed and/or assigned to related activities.

Minimum Qualifications:

- Associates Degree with a concentration in early childhood development/related field OR CDA Credential in Early Childhood Education, OR comparable credential (20 quarter credit hours) from an accredited institution with a focus on infant/toddler development, **OR** equivalent combination of training and course work (ORO Step 8.5) in early childhood development with a focus on Early Childhood Education/Child Development **OR** Two years of qualifying teaching experience with some college level coursework in ECE/Child Development.
- At least 6 months relevant experience relating to providing social work, including demonstrated experience working with infant/child development and at risk families, also including work experience in parent education, home visiting, and/or child development setting.
- Strong commitment to Family Building Blocks mission and values serving children and families as well as staff.
- Strong problem-solving skills and ability to stay calm in a busy environment.
- Must have excellent written, verbal, and interpersonal communication skills.
- Possess computer skills, to include use of internet, email, and data entry (Microsoft Office) and ability to learn new programs required for the position.
- Supports multiculturalism by treating all people with dignity and respect and not engaging in discriminatory behavior.
- Possess a valid Oregon Driver's license or ability to obtain one within 30 days of hire, acceptable driving record, and reliable transportation. Must be able to provide proof of current auto insurance.
- An employer-paid pre-employment drug test is required.
- Must successfully pass Oregon Child Care Division Background Registry.

Preferred Education and Experience

- Bachelor's degree in counseling, psychology, human development, early childhood development or other related field.

- Experience working in parent education, home visiting, and/or infant/child development.
- Bilingual English/Spanish.

Additional Eligibility and Qualifications

- Mandated Responder - Report all cases of suspected abuse and neglect in accordance with Oregon statutes and agency policies and procedures.
- Must maintain throughout the length of employment an acceptable driving record according to FBB criteria and valid auto insurance.
- Employees must sustain a drug free and acceptable criminal record throughout the course of employment
- Complete mandatory trainings which may include Growing Great Kids, RN Parent Survey training.
- Demonstrate working knowledge of the following topics within 180 days of hire: infant care, child health and safety, maternal and family health, infant and child development including language and literacy, role of culture in parenting, and supporting the parent-child relationship.

Certificates, Licenses and Registrations

- Must have Pediatric First Aid/ CPR card within 30 days of employment.
- Current Enrollment in Child Care Division Central Background Criminal History Registry and/or the Oregon State Police Criminal Records.
- Documentation of training in “Recognizing and Reporting Suspicions of Child Abuse and Neglect”. (Must be a minimum of 2 hours training).
- Valid Oregon Driver’s license.
- Proof of current auto insurance.

Expected Hours of Work

This position works with at-risk parents in their homes and requires a flexible schedule to accommodate family needs and participate in program activities that may include occasional overtime, late and/or early mornings.

Travel

This position requires regular travel to perform home visit and occasionally to visit other sites and attend trainings/meetings.

APPLICATION DEADLINE: Open until finalists are selected.

HOW TO APPLY

If you would like a copy of the job description, have any questions or to submit your resume, cover letter, and education documents please contact Linda Flamenco, jobs@familybuildingblocks.org.

Employment offer is contingent upon completion of an Oregon Child Care Division Central Background registry and fingerprinting, review of an acceptable driving record, and a negative drug screening.

Family Building Blocks also provides an excellent benefits package, which includes medical, dental, and vision coverage. Other benefits also include generous PTO/holidays as well as voluntary life and disability insurance, and 401K after one year.

Family Building Blocks is an affirmative action/EEO employer. Believing that diversity contributes to program excellence and to mutual respect and understanding, FBB is committed to recruiting and retaining diversity in our Board and staff. We seek applicants who bring varied experiences, perspectives, and backgrounds.