



**JOB DESCRIPTION**  
**COMMUNITY HEALTH WORKER – FATHERHOOD ENGAGEMENT**  
*February 2022*

***The mission of Healthy Start is to improve maternal and child health and to reduce poor birth outcomes and infant mortality in Allegheny County.***

**Position Overview and Purpose**

The Community Health Worker – Fatherhood Engagement is a member of the Healthy Start multidisciplinary home visiting team who uses a family systems approach to support father involvement through individual goal planning, case management, and group education and support. Preference will be given to candidates who possess and demonstrate strong individual case management skills, lived experience with the Healthy Start population and at least 2 years' experience working with fathers or within fatherhood programs.

**Position Duties**

- Identifying, enrolling and serving eligible fatherhood program participants as defined by the Healthy Start grant, working closely with the home visiting team.
- Maintaining a full caseload and serving at least 100 fathers annually who meet service eligibility criteria in a rolling 12-month period via community-based one-on-one interactions and through group education and support.
- Displaying specialized knowledge of working with vulnerable populations, i.e.: alcohol, tobacco and other substance abuse; mental health/mental retardation; incarceration; HIV/AIDS.
- Linking program participants to community resources such as housing, workforce development programs, transportation, food and mental health services.
- Using the PHQ9 to screen for depression and refer to treatment if necessary.
- Documenting service delivery and conducting periodic service plan meetings with participants and service providers.
- Developing content for and coordinating group educational and support activities—including programs and classes using 24/7 Dad™ and Nurturing Parenting™ curricula, as well as other tools and frameworks.
- Assisting in identifying gaps in services and health needs and devising remedies in health-related areas.
- Assisting and/or presenting programs on health information and services to community groups.
- Performing other duties as assigned, relevant to the agency.

**Position Qualifications**

- Knowledge of prevention strategies, needs and risk assessment, and family systems.
- Understanding of community and service delivery systems.
- Case management and strong team orientation and collaboration skills.
- Emergency response and crisis management skills.
- Sound analytical and problem-solving skills.
- Effective leadership, engagement, public speaking and presentation skills.
- Effective written, verbal, listening and interpersonal communication skills.
- Demonstrated good decision making in dealing with safety issues.
- Professional demeanor is required as you will interact with persons at all levels within the organization, outside of the organization and community.

- Ability to follow instructions, take direction from management, work autonomously and comply with the boundaries of established policies and procedures.
- Ability to effectively plan and facilitate group sessions.
- Ability to motivate participants to keep appointments, obtain goals and take advantage of services.
- Ability to work with multi-cultural participants/agencies.
- Maintain an absolute commitment to protecting the confidentiality of employee and agency information handled on a daily basis as well as confidential record keeping skills.

**Other Requirements:**

- COVID-19 vaccination required
- Must possess a valid unrestricted Pennsylvania Driver's License.
- Must possess current and valid unrestricted automobile insurance and be listed as an insured driver.
- Personal transportation with employee listed as an insured driver on the vehicle used for work.
- Act 33/34 clearances.

**Supervisory Relationship**

This position works under a high level of independence, under the direction of the director of clinical practice and home visiting.

**Physical Demands**

- The work performed is typically 90% conducted in the field. Due to the Coronavirus pandemic, some work is conducted telephonically/virtually. Candidate must possess the ability to work at locales outside of the office environment.
- The other 10% of the position is office work requiring sitting, keying, typing and answering phones, with occasional light lifting, carrying, stooping, standing, bending, walking and filing.
- Intense mental, visual and aural attention is required as the work involves responding to requests, planning or performing work that is at times, can be fast-paced.
- Out-of-town and overnight travel may be required on occasion.

**Compensation:**

The pay range for this position is \$17-\$20 per hour, commensurate with skills and experience. This is a non-exempt position.

***Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.***

**Application Instructions:**

Send resume and cover letter to [HR@hsipgh.org](mailto:HR@hsipgh.org)