



Healthy Families from the Start Program

Summary

Using evidence-based birth and parenting information, Healthy Families from the Start Home visiting program offers relationship based support and education through in-person and remote one-on-one visits and group gatherings. While partnering with other community mental health and support services, we will help to facilitate a continuum of care during the early months with a new baby.

Provides prenatal through postpartum support to pregnant and newly parenting individuals. Connects families with needed resources, facilitates group discussions, helps parents/caregivers connect with one another, leads workshops on what to expect from the birthing process, and provides home visiting when appropriate and works in other programs at the Family Room.

Responsibilities and Duties

1. Provide one-on-one and group support for new parents
2. Assist with postpartum mood disorder prevention efforts
3. Support new parents prenatally through 3 months postpartum
4. Collaborate with community partners for referrals and joint programming
5. Maintain Family Room attendance statistics and other measurements as appropriate
6. Engage parents/caregivers and children in various cooperative activities
7. Evaluates case progress and develops clinical recommendations accordingly
8. Wellcome/introduce new families attending Family Room programs
9. Plan, set-up, and implement developmentally appropriate activities for the Family Play group.
10. Provide one-on-one and group support for new families and children
11. Facilitates the development of community resources to increase knowledge and use for parents and children
12. Provides culturally appropriate parent instruction and delivery of child development information
13. Assists families with the development of skills related to the activities of daily living (including access to healthcare, housing, transportation, and entitlement programs)
14. Maintains confidential, up-to-date records and reports related to family service intervention and the plan of care
15. Engage in wrap-up meetings to assess needs of individuals and groups and identify goals.
16. Assess children and parental needs as they arise in groups, and implement activities or share information to best support families.

17. Joins full Family Room staff for drop-in play programs as needed.
18. Protect the privacy and confidentiality of information pertaining to families and children
19. Provides home visiting and center-based services that clinically assess family status in : Strengths, vulnerabilities, developmental status, and risk of harm
20. Build positive relationships and communicate in a respectful manner with families, children and the communities in which we serve
21. Performs other duties as necessary in support the organization's programs
22. Support and comply with all The Family Room policies

Job Skills and Qualifications

- High school diploma or GED plus four to five years of relevant experience, with college degree desirable, or a combination of education and experience from which comparable knowledge and skills are acquired
- Knowledge of early child development
- Knowledge of prenatal through postpartum transition and risk factors
- Ability to use informal teaching and counseling skills when working with Family Room families
- Prior home visiting and case management experience preferred
- Ability to demonstrate and maintain any required competency
- Must maintain first aid and CPR certification
- Ability to speak, read, and write in English
- Ability to be honest, self-directed, and display good judgment and a positive attitude toward daily activities
- Maintenance of satisfactory standing with the Adult Abuse Registry, Child Abuse & Neglect Registry, Vermont Criminal Information Center, and the Office of the Inspector General (OIG)
- Be free from the illegal use and effects of drugs and alcohol in the workplace
- Ability to carry out the functions of this job without risk of harm to the health and safety of self and others
- Ability to travel for work, i.e. home visiting. Will need valid driver's license, insurance and vehicle

Working Conditions & Compensation

- Position: Part-time, Office environment
- Hours: 25 hours per week
- Hourly Wage: Commensurate with experience
- Benefits: CTO (Combined Time Off), HRA (Health Reimbursement Arrangement), Retirement plan, Paid holidays.

How to Apply

Please send a detailed, personalized cover letter and resume to our Executive Director, Josh Miller, at careers@thefamilyroomvt.org. Applications will be accepted until the position is filled.

Working Conditions

- Travel may be required
- May work in community-based settings, clients' homes, and the outdoors
- May work during non-business hours
- May experience:
 - Hostile and emotionally upset clients, family members, visitors, and staff
 - Stress due to demanding profession
 - Exposure to blood-borne pathogens
 - A variety of environmental exposures such as inclement weather, animals, firearms, tobacco use, dust, and other client-based activities and preferences

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly required to sit, stand or walk for prolonged periods of time
- Regularly required to talk and hear
- Regularly required to visually observe objects up close and at a distance
- Regularly requires hands to handle or feel and finger dexterity
- Occasionally required to reach or bend
- Infrequent light physical effort is required

Mental Demands

The mental demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly required to use written and oral communication skills; read and interpret information and documents; analyze and solve problems; learn and apply new information or skills; perform work on multiple, concurrent tasks with constant interruptions
- Regularly requires demonstrated poise, tact and diplomacy when interacting with those encountered in the course of work, some of whom may be upset

Equal Opportunity Employer Statement

The Janet S. Munt Family Room values all members of our community. We seek to create an environment that respects and honors the diversity of individuals and their unique contributions to our mission. Many of our programs serve diverse children and families. The Family Room is dedicated to supporting the effective resolution of diversity, equity, and inclusion concerns. We have a Diversity, Equity and Inclusion (DEI) committee. Our DEI community recently held a workshop to build inclusive practices for our staff, and we continue to explore ways to make The Family Room more inclusive.