



A voice and a hub for the Latino community
as we advocate on behalf of our people
and work to achieve social justice.

Job Description

Position Title: Bebes! BSK Home Visitor

FLSA Status: FULL TIME

Department: ELHV Department

Reports to: Bebes! BSK SUPERVISOR

Pay Range: \$24

MISSION STATEMENT:

As an organization grounded in the Latino community of Washington State, it is the mission of El Centro de la Raza (The Center for People of All Races) build the Beloved Community* through unifying all racial and economic sectors; to organize, empower, and defend the basic human rights of our most vulnerable and marginalized populations; and to bring critical consciousness, justice, dignity, and equity to all the peoples of the world.

JOB SUMMARY:

The Bebes! BSK Home Visitor position is full time with benefits. The Bebes! BSK Program is a home visiting program (Virtual Visits during the Pandemic) for at-risk pregnant women or women with children up to age 2. The program provides health education and services to insure a healthy pregnancy and the birth of a healthy baby. The home visitor is in charge of providing comprehensive support, case management, linkage to community resources, and advocacy to families. Provides on-going assistance in order to enable participants to complete their goals of a healthy and full term pregnancy. The Home Visitor also ensures delivery of the program with respect to each family's home language, culture and values. This job description is not designed to contain a comprehensive listing of all regular activities, duties or responsibilities that may be required. Duties, responsibilities and activities may change at any time with or without notice. Requires a 6 month evaluation period.

ESSENTIAL QUALIFICATIONS:

- BA degree and at least three years work experience with young children and/or parents
- Experienced in relationship-based approaches in home visiting
- Skilled at building rapport with individuals and families while respecting family choice and maintaining appropriate boundaries and cultural competency
- Able to communicate in English and Spanish with program families and ECDLR personnel
- Ability to communicate effectively both in written and oral contexts
- Experienced working with low-income families, and people of diverse ethnic and cultural backgrounds
- Understanding of relationship based approaches and radical healing in home visiting
- Experienced in working with pregnant moms, and newborn infants
- Understanding of participants rights to have the same opportunity to thrive, with full and equal access to basic needs, services, education, power, and resources.
- Ability to promote self-sufficiency in participants
- Must have a car and a valid Washington driver's license and show evidence of insurability

- Ability to drive own vehicle safely to visit caseload of 16 eligible families twice a month in their homes

ESSENTIAL FUNCTIONS:

- Visits eligible families twice a month in their homes (virtual during the pandemic) and assists in enrolling families
- Provides outreach services to UW Maternal Infant Care Clinic patients
- Disseminates consistent, accurate, culturally accessible messages to high-risk pregnant women, their male partners and families
- Links participants to prenatal care, family planning and other health care
- Links participants to community resources, and El Centro de La Raza's programs
- Acts as liaison between high-risk expectant mothers, women, their families and community social and health services organizations
- Models for parents how to respond appropriately to their child's behavior and supports the family's full involvement in the program
- Brings age appropriate books and educational toys to families, and models their use
- Encourage families to attend Comadres, Workshops covering a variety of topics pertaining to Latina health including maternal, perinatal and infant health education
- Completes required assessments of children and parents and enter data in program database
- Completes required Home Visit Record and Data Entry for each home visit
- Meets weekly with Early Learning and Home Visiting Supervisor
- Works independently and maintains a schedule for home visits.
- Pick-up and delivery of Westside Baby items to participants.
- Completes Data Entry in a timely manner
- Performs other related duties as assigned by the Bebes! BSK Supervisor

SKILLS/TECHNICAL KNOWLEDGE:

- BA degree and work experience with young children and/or parents
- Experienced in relationship-based approaches in home visiting
- Skilled at building rapport with individuals and families while respecting family choice and maintaining appropriate boundaries and cultural competency
- Able to communicate in English and Spanish with program families
- Ability to communicate effectively both in written and oral contexts
- Experienced working with low-income families, and people of diverse ethnic and cultural backgrounds
- Understanding of relationship based approaches and radical healing in home visiting
- Experienced in working with pregnant moms, and newborn infants
- Understanding of participants rights to have the same opportunity to thrive, with full and equal access to basic needs, services, education, power, and resources
- Ability to promote independence and self-sufficiency in participants
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- Ability to drive own vehicle safely to visit caseload of 16 eligible families twice a month in their homes

Additional preferences and qualifications:



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- Able to communicate in English and Spanish with program families and professionals
- Experienced in child development, working with children ages 1 – 6 years old and interest in play with toys and books
- Flexible, patient, and sensitive when working in home settings
- Able to maintain upbeat relationships with children and families
- Must have a car and a valid Washington driver's license and show evidence of insurability
- Able to work some evening or weekend hours as assigned

WORKING CONDITIONS:

The position requires approved number of hours per week. This includes some administration and weekly staff meetings. This position is eligible for remote work from home. The position requires local travel for home visits and office hours 1 day a week. Regular work performances are conducted periodically. Works in a general office environment at EL Centro de la Raza and at participant's homes. Works a minimum of 40 hours per week from 8:30-5:30 pm. May require a flexible schedule. May work different hours on different days, but no more than 40 hours a week. El Centro de la Raza reserves the right to change any or all conditions under which this position is permitted to work remotely or withdraw permission to work remotely with or without advance notice.

PHYSICAL REQUIREMENTS:

- Ability to sit, walk, stand, bend, squat, climb, kneel, and twist on an intermittent or continuous basis
- Ability to grasp, push, pull objects such as files, file cabinet drawers, and reach overhead
- Ability to operate telephone, desktop or laptop computer
- Ability to lift up to 50 lbs. Training for proper lifting and safety will be provided.
- Ability to drive in the city and suburbs safely

Equal Employment Opportunity and Accommodation Statement:

El Centro de la Raza provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Qualified individuals must be able to perform the essential duties of the position with or without accommodation. A qualified person with a disability may request a modification or adjustment to the job or work environment in order to meet the requirements of the position. El Centro de la

Raza will attempt to satisfy requests as long as the accommodation needed is a reasonable and no undue hardship would result.

Employee Signature

Date

Supervisor Signature

Date

cc HR, personnel file

REV: 09/2021