



Family Support Specialist

Success Profile

CARE's Family Support Specialists play a critical role in initializing and maintaining regular, long-term support and providing information to high-risk parents in Tillamook County. Using an Infant Mental Health model, home visits primarily occur in the family's home and typically last one hour. Visits are family-centered, strength-based and focus on establishing a trusting relationship, assisting in strengthening parent/child attachment and relationships, improving the family's support system and increasing the family's ability to problem solve. Family Support Specialists are responsible for assisting the family in increasing protective factors, establishing family goals, optimizing their child's development through play, creating positive parent/child interactions, and participating in assessing the child's growth and development.

The Family Support Specialist provides comprehensive support, goal setting, linkages to services, advocacy, and evaluation. The Healthy Families Supervisor supervises the Family Support Specialist.

Compensation: \$19.00-22.00 per hour, based on experience

Hours: 40 hours/week.

Benefits: This position qualifies for CARE's benefits package which includes health insurance, paid time off, and holidays.

Work location: CARE Inc., Healthy Families | 2310 First St. (Annex) | Tillamook, OR 97141

Application instructions: All applicants should email the following to khedlund@careinc.org or drop off at the CARE office 2310 First St. Suite 2 | Tillamook, OR 97141:

- One-page resume with relevant work experience
- One-page cover letter
- 3 professional references

The mission of CARE is to foster changes that create healthier, more resilient communities throughout Tillamook County, and empower people as they work to meet their immediate, basic needs

Core Accountabilities

Family Support

- Maintain a trusting relationship to provide home visitation and family support services to high-risk families with children from prenatal through preschool years.
- Perform screenings and ongoing assessments of families and children.
- Develop and implement a “Family Goal Plan” with each family participating in intensive services.
- Assess and monitor home learning environment and record observations and activities
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- Utilize specified Healthy Families America curricula with families in the program.
- Assist families in accessing needed community resources and collaborate with partner agencies to support families obtaining services.
- Teach child development and positive parenting skills using a strength-based approach.
- Champion CARE’s culture compact in your approach to your clients and peers.

Outcomes

- Families and children are supported in a caring, supportive, way in compliance with Healthy Families America standards.
- Every family has a “Family Goal Plan” and receive the training, resources, and support needed in a timely manner.

Compliance

- Working knowledge of Healthy Families Best Practice Standards, program plans/policies, and Oregon Performance Standards/Indicators
- Maintain accurate, complete, and confidential records (per policies and HIPPA protections) that reflect assessment, individualized service plans, goals, activities, and outcomes.
- Prepare and submit reports and data as required in a timely manner.
- Participate in regular staff meetings and supervision as well as attend trainings, and professional development opportunities, to remain abreast of current early child development research and trends

Outcomes

- Records are accurate, current, and confidential.
- All reporting requirements are met on time.
- Family Support Specialist is up to date on latest training, thinking, and research on early childhood development.

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Experience Requirements

- Strong and effective interpersonal and communication skills.
- Ability to collaborate effectively with partner agencies and advocate for clients.
- Demonstrated ability to handle sensitive information effectively and confidentially.
- Excels in multi-tasking, goal setting, accountability, and workload prioritization.
- Three years of early childhood experience or a related field (health, social service, child development, infant mental health, etc.) including one year of comparable responsibility, must include knowledge of infant and child development.
- Must have excellent listening skills with ability to develop positive relationships with families and acceptance of individual differences.
- Must have reliable transportation, valid driver's license, and current insurance.
- Must be able to pass a background check The mission of CARE is to foster changes that create healthier, more resilient communities throughout Tillamook County, and empower people as they work to meet their immediate, basic needs.
- Ability to build trusting relationship with families.
- Experience and humility to work with culturally diverse families including willing to engage in building reflective capacity.
- High School Diploma, or equivalent.
- Bilingual English and Spanish preferred.
- Infant mental health endorsement preferred.

Core competencies and characteristics

Mentor:

- Nurture and supporting growth and development in employees and volunteers.
- Model leadership through empathy, respect, sensitivity, and engagement.
- Create a climate of trust and openness.
- Reflect consistency and authenticity to internal and external stakeholders.
- Persevere through complexity and ambiguity with patience and resilience.
- Maintain an ongoing commitment to personal learning, growth, and development.
- Reflect and contribute to knowledge generation.

Connector:

- Invest in the development of relationships, networks, and partnerships to further CARE's mission and impact.

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- Collaborate with a range of stakeholders in the nonprofit, private, and public sectors.
- Negotiate to successfully resolve conflict.
- Bring community and issue-based knowledge to connect stakeholders, opportunities, and ideas.
- Listen for diverse voices.

Innovator:

- Encourage organizational curiosity.
- Take risks to create and innovate.
- Celebrate and learning from success, near misses, and failure.
- Act strategically to support a different future.
- Adapt and adjust to a dynamic environment.

Advocate:

- Amplify the voice of the underrepresented.
- Champion diversity, equity, and inclusion within CARE and Healthy Families.
- Be willing to speak truth to power.
- Maneuver through complex political situations effectively.
- Anticipate land mines, and planning approach accordingly.

CARE is an organization that recognizes and celebrates the diversity of the community we serve. Employment with CARE is the same for everyone regardless of race, religion, sex, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, or gender identity. CARE is an equal opportunity employer

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