



Healthy Families Hillsborough Family Support Specialist (FSS)

GENERAL SUMMARY: Works under the guidance and direct supervision of the family support worker supervisor. The position will include screening and assessing for program eligibility and provide support and assistance to optimize the home environment for the physical, emotional and social well-being of the parent/child family units assigned.

PRINCIPAL CRITERIA and STANDARDS FOR PERFORMANCE:

- Initiates and maintains regular home visits with families as determined by contract requirements, caseload limits and supervisor.
- Assists families in completing a Family Goal Plan (FGP) within established guidelines of 90 days of intake, reviewing FGPs on a regular basis, and updating FGPs as needed.
- Monitors immunization schedule and well-baby check-ups at 6, 12, 18, 24, 36, 48, and 56-month intervals; observes that 85% of these requirements due in the quarter are up-to date.
- Screens for appropriate age development at established intervals and makes referrals to Early Intervention services as needed.
- Screens for appropriate social-emotional development and makes appropriate referrals as needed.
- Administers the Healthy Families Parenting Inventory (HFPI) at baseline (within 45 days of the focus child's DOB, or if enrolling postnatally, within 45 days of enrollment in the program) and a subsequent HFPI six months after the baseline, and annually thereafter.
- Screens for postnatal depression within three months of birth of a child in the program.
- Assess parent- child interaction, attachment and bonding with the Cheers Check In tool twice annually.
- Assists in strengthening parent-child interaction through reflective practice, teaching of improved parenting skills and modeling, provides in-home parent education.
- Assists families in accessing needed community resources and social services.
- Staff will implement effective engagement and retention strategies respectful of the families' needs in an effort to improve retention of families.
- Provides follow up to identified concerns and monitors family progress.
- Attends meetings and/or staffings for families with POSC, DCF, or case management.
- Attends and is prepared for weekly supervision.
- Maintains an accurate and thorough record of each family and completes all documentation in the specified time frame.
- Enters required data in the specified timeframe as determined by the supervisor.
- Responsible for keeping Outlook Calendar up to date.
- Other duties as assigned.

KNOWLEDGE, SPECIAL SKILLS, and ABILITIES:

- Bachelor's Degree in Social Services or related field.
- 2 years' experience in working with or providing services to children and families.
- An ability to establish trusting relationships and acceptance of individual differences.
- Experience and willingness to work with the culturally diverse populations present among the site's target population.
- Knowledge of infant and child development.
- Open to reflective practice (i.e. has capacity for introspection, communicates awareness of self in relation to others, recognizes value of supervision, etc.).
- Excellent written and verbal communication skills.

- Working knowledge of word-processing, spreadsheet and related basic computer software; including MS Word, MS Excel, etc.
- Effective organizational skills.
- Able to communicate effectively, both verbally and in writing.
- Must have reliable personal transportation, insurance and valid State of Florida driver's license.
- Bi-lingual Spanish preferred.

SERVICE EXCELLENCE STANDARDS:

- Exhibits a total commitment to maintaining high quality service standards of the Healthy Start Coalition.
- Functions as an effective team member in accordance with agency policies and procedures.
- Demonstrates professionalism in dealing proactively with clients, supports, providers, and the Board and general public.

EOE/DFWP/Smoke-free workplace/campus. Email resume to jobs@hstart.org.