



Title: Community Health Worker (CHW)

Reports to: Special Projects Program Manager

Status: Non-Exempt / Hourly / Full-Time / In-person

Location: Richmond and Antioch Clinics, CA

Pay: \$18-20/ hour

Our Mission and Vision

The Brighter Beginnings mission is to “*support healthy births and successful development of children by partnering with parents and helping to build strong communities*”. Our mission gains its strength from our core belief that, “***Every family matters, and every child deserves a happy, healthy future.***”

Our History

Brighter Beginnings is a 501c3 nonprofit organization and has been responding to the needs of families in resource-poor neighborhoods since 1984 when our work began in response to the alarming differences in mortality and illness rates among African American babies compared to other children.

Brighter Beginnings has grown into a respected and well-connected organization with locations in Oakland, Richmond, Bay Point, and Antioch. We have a multi-cultural, bi-lingual staff of passionate and committed family-service professionals; in fact, many of our staff came to this work because of the challenges they faced in their own families.

POSITION SUMMARY

As Community Health Worker (CHW), you will people in the community interpret and translate available services and provide culturally appropriate healthcare education information that can help people get the care they need. You will provide services which can be delivered and billed on the written recommendation of a physician or other licensed practitioner of the healing arts within their scope of practice under state law.

CHW services may address issues that include, but are not limited to, the control and prevention of chronic conditions or infectious diseases; mental health conditions and substance use disorders; need for preventive services, perinatal health conditions; sexual and reproductive health; environmental and climate-sensitive health issues; child health and development; oral health; aging; injury; domestic violence; and violence prevention.

QUALIFICATIONS:

CHWs must have *lived experience* that aligns with and provides a connection between the CHW and the community or population being served. This may include, but is not limited to, lived experience related to incarceration, military service, pregnancy and birth, disability, foster system placement, homelessness, mental health conditions or substance use, or being a survivor of domestic or intimate partner violence or abuse and exploitation. Lived experience may also include shared race, ethnicity, sexual orientation, gender identity, language, or cultural background of one or more linguistic, cultural, or other groups in the community for which

the CHW is providing services. Supervising providers are encouraged to work with CHWs who are familiar with and/or have experience in the geographic communities they are serving.

CHWs must demonstrate minimum qualifications through one of the two pathways:

Certificate Pathway. CHWs demonstrating qualifications through the Certificate Pathway must provide proof of completion of at least one of the following certificates:

1. CHW Certificate: A certificate of completion, including but not limited to any certificate issued by the State of California or a State designee, of a curricula that attests to demonstrated skills and/or practical training in the following areas: communication, interpersonal and relationship building, service coordination and navigation, capacity building, advocacy, education and facilitation, individual and community assessment, professional skills and conduct, outreach, evaluation and research, and basic knowledge in public health principles and social determinants of health, as determined by the supervising provider. Certificate programs shall also include field experience as a requirement.
2. Violence Prevention Certificate: For individuals providing CHW violence prevention services only, a Violence Prevention Professional (VPP) Certification issued by Health Alliance for Violence Intervention or a certificate of completion in gang intervention training from the Urban Peace Institute. A Violence Prevention Certificate allows a CHW to provide CHW violence prevention services only. A CHW providing services other than violence prevention services shall demonstrate qualification through either the Work Experience Pathway or by completion of a General Certificate.

Work Experience Pathway: 2,000 hours working as a CHW in paid or volunteer positions within the previous three years, and demonstrated skills and practical training in the areas described above, as determined by the supervising provider. With this experience, you may provide CHW services without a certificate of completion for a maximum period of 18 months. A CHW who does not have a certificate of completion must earn a certificate of completion, as described above, within 18 months of the first CHW visit provided to a Medi-Cal beneficiary.

Additional Qualifications:

- Associate's degree preferred in Public Health, Sociology, Nursing or related field. Or equivalent combination of education and experience.
- Two years of work and/or volunteer experience providing community health worker services in community education, community outreach, linking community members with social services, or advocating for community health / social service needs.
- Cooperative, collaborative work style.
- Excellent interpersonal, verbal, and written skills and ability to effectively work with people from diverse backgrounds.
- Strong computer skills.
- Clean CA Driver's License, insurance, and reliable personal vehicle.

RESPONSIBILITIES

- Provide services with written recommendation by a physician or other licensed practitioner of the healing arts in compliance with state law.
- Participate in community engagement and outreach activities to promote Brighter Beginnings services and provide information
- Work with community organizations, attend collaborative meetings, and advise community groups in health activities
- Participate in relevant meetings, trainings and collaborative activities

- Document work with clients through appropriate record keeping that follows Brighter Beginnings policies and procedures.
- Make calls to our patients to check in, and to follow up on appointments.
- Enter patient information and social determinants of health in patient's electronic health record
- Share resources and prevention/health promotion education trainings
- Support in planning, organizing, and coordinating activities of the Family Planning Program to ensure that goals and objectives are accomplished within prescribed time frame and funding parameters
- Utilize database information systems to monitor quality assurance and identify program trends
- Collaborate with other project staff to determine additional client service needs and ways to improve service linkage system with existing resources
- Assist with program reporting
- Duties will require some travel around Contra Costa and Alameda counties
- May require occasional work on weekends and evenings
- Complete a minimum of 6 hours of additional training annually.

BENEFITS

We are proud to offer competitive wages and benefits to our employees. Please feel free to inquire during the interview process. As a summary, we offer:

- 100% employer-paid health, dental, vision, life and disability insurance!
- Competitive wages and friendly environment
- Two weeks of vacation (increase after 1 year of employment)
- 13 paid holidays
- Sick leave accrual
- Optional employee-paid dependent health coverage
- 403b retirement account with matching
- Flexible Spending Account (FSA)
- Employee Assistant Program (EAP)

Apply

Please email your resume to jobs@brighter-beginnings.org or apply here on indeed. We look forward to receiving your application.

Covid-19

Brighter Beginnings requires its employees and contractors to be fully vaccinated against COVID-19 (including any booster shots if required), unless they are approved for a reasonable accommodation based on medical condition that prevents them from being vaccinated. Being fully vaccinated against COVID-19 is a condition of employment at Brighter Beginnings.