



## COMMUNITY HEALTH WORKER Job Posting

**Overview:** Beyond Housing is a nationally recognized community development organization that works to strengthen families and transform underserved communities to create a stronger, more equitable, and prosperous St. Louis region for all. We engage where we're needed, focusing on building consensus among leaders, providing and preserving housing, fostering community structures that shape lives, and guiding systems that make people's lives better.

We lead with vision for what a community can be ~ every community is different, but thriving communities tend to share the same basic set of positive traits regarding housing, safety, education, health, infrastructure, and access to basic human services.

**Position Summary:** Under indirect and direct supervision, the Community Health Worker (CHW) collaborates with health care partners, agencies, and other partners to coordinate and connect community members to health care resources. The CHW introduces support programs to improve community members' health and general well-being through education and providing connections to health and social resources. The CHW in community-based settings, including clients' homes in neighborhoods. **This is a grant-funded position that will last for two years. If additional funding is received, it may be extended.**

### **Essential Functions/Responsibilities:**

- Work with community partners to identify residents in the 24:1/Normandy Schools Collaborative Area in need of assistance managing chronic health conditions. partners include federally qualified health centers serving local residents, hospitals and healthcare providers, NSC staff, Beyond Housing Family Engagement Liaisons and other community stakeholders.)
- Build relationships with residents in need of assistance managing health conditions via outreach by phone, home visits and attendance at community meetings
- Work to empower residents to better self-manage their chronic condition through motivational interviewing, active listening, and empathy.
- Ensure residents have access to a medical home for ongoing healthcare needs, including helping residents schedule appointments with a primary care provider and working to remove barriers (transportation, childcare, etc.) to access services
- Advocate for individual and community needs
- Refer clients to community resources for a variety of needs, including assistance with housing, utilities, food, and other services. Identify community resources for client needs when necessary. Follow up on and document referral outcomes.
- Work as applicable as a part of care team by communicating with health care providers
- Provide culturally appropriate health education and reinforce key health education messages regarding management and care
- Enroll residents in other health education classes and supports as needed, including supports provided by partners such as the American Diabetes Association, the Asthma and Allergy Coalition among other additional partnerships that should be developed in this role.
- Participate in other Beyond Housing community events focused upon nutrition, exercise, and healthy lifestyle classes for youth and adults
- Participate in regular trainings, including required trainings around health care protocols regarding management of asthma, diabetes and other conditions.
- Consistently document all activities using web-based data system

### **Personal Qualities:**

- **Team Player** – A dynamic personality that is collaboratively-minded, can recognize and identify strengths, seek consensus around mutual goals, and build meaningful relationships.

- **Collaborative** -- A dynamic personality that is collaboratively minded, can recognize and identify strengths, seek consensus around mutual goals, and build meaningful relationships.
- **Creative, Critical Thinker** -- A systems-thinker and builder, who is not afraid to be innovative in and has skills in articulating these ideas and concepts.
- **Methodical** -- Strong analytical, systems, and problem-solving skills to evaluate performance, prepare reports, and recommend/implement solutions using independent judgment.
- **Reliable** -- reflect and value a team approach, demonstrated integrity, effectiveness, efficiency, and the ability to deliver high quality service. Highly capable of handling multiple tasks, projects and timelines. Excellent oral and written communications skills.
- **Trusted** -- Ability to work with residents, partners, and staff of diversified backgrounds with a positive, optimistic, solutions oriented attitude. Shares a deep respect for the community, its stakeholders and the residents that we serve.
- **Driven** -- Passion for the work and an interest in continuous learning and improvement.

### **Required Qualifications:**

- BA, BS with preferred course work in Social Services, Communication, Nonprofit Management, or another related field.
- Must demonstrate excellent writing skills and a willingness to work in a fast-paced/non-profit environment.
- Good organizational and self-motivational skills.
- Excellent writing, editing, research, and oral communication skills.
- Able to work quickly and produce quality work under tight deadline requirements.
- Able to plan, prioritize, shift priorities if necessary, and coordinate multiple projects to meet deadlines.
- Strong computer skills, including MS Office (Word, Excel and Outlook).
- Ability to work with little supervision, with a variety of peers and with management.
- Excellent attention to detail and ability to meet deadlines.
- Ability to manage multiple complex tasks and/or projects simultaneously while addressing the needs of the office, ability to maintain composure under pressure.
- Highly organized, self-starter with good interpersonal, problem-solving and analytical skills.
- Ability to anticipate needs, see opportunities and use good judgment in dealing with confidential information.
- Ability to analyze and review operational procedures, identify problem areas and optimize performance through procedural changes.
- Proficiency in communicating effectively, including an ability to write and speak clearly.
- Experience with project management tools, preferably Asana.

### **Supervisor:**

- Community Health Manager

### **Supervises:**

- None

### **Salary and Benefits:**

- Full-time salaried position with benefits as determined in current Beyond Housing Employee Handbook
- Salary: \$45,000
- **Duration: This is a grant-funded position that will last for two years. If additional funding is received, it may be extended.**

### **Application Instructions:**

Please send **resume, cover letter** in MS Word format to [hr@beyondhousing.org](mailto:hr@beyondhousing.org).

***Beyond Housing believes that each individual is unique, and we are committed to respecting the diversity of all individuals. We strive to move beyond simple tolerance, embracing and celebrating the differences contained within each of us, making us stronger as whole.***

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***The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. They are not intended to be a complete list of all responsibilities, duties, and skills required. Beyond Housing is an Equal Opportunity Employer.***

**ADA** – Beyond Housing is committed to furthering the purpose of the American with Disabilities Act (ADA). The company is always willing to consider reasonable accommodations, which may allow a disabled person to perform this or any other job. The **Summary of Physical Requirements** is a list of what we believe at this point to be necessary in order to perform the essential functions of the job.

**Diversity & Inclusion Statement** At Beyond Housing, we are committed to promoting **Diversity, Inclusion, and Equity** throughout our organization and culture. We strive to understand and appreciate the individuality of every employee and create a better place to work for all. We nurture a culture where everyone positively acknowledges equity through action and is aware, understanding, and appreciative of diversity.

Our vision is to go beyond simple tolerance and fully embrace the things that make each person unique. We recognize that our employees' differences support our ability to advance equity for the communities we serve. Further, we understand that equity is critical to the fulfillment of our mission to help entire communities become better places to live.

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