WORK WITH CHILDSTRIVE TO IMPROVE THE LIVES OF CHILDREN AND FAMILIES

ChildStrive began as a dream shared by a small group of parents who wanted a better future for their children with special needs. Every day, ChildStrive team members continue to grow that dream through dynamic, research-based programs that improve the lives of children and families in our community.

At ChildStrive, we believe that hiring staff that reflects our multi-ethnic and multi-racial clients increases resiliency, equity, and capacity in our community. We are committed to creating a welcoming workplace for all individuals and to offer opportunities for mentorship. We strongly encourage members of underrepresented groups, veterans, and multi-lingual individuals to apply for our open positions.

We invite highly skilled, dedicated professionals to join our team of therapists, educators, nurses, counselors and administrative support. We have a current opportunity for a Nurse Supervisor in our Nurse Family Partnership (NFP) program.

POSITION SUMMARY: Learn more by visiting www.nursefamilypartnership.org

Nurse Supervisor
Program: Nurse Family Partnership        Location: Everett & remotely        Position: Flexible 0.5-0.7 FTE (20-28 hrs/wk)

The NFP Nurse Supervisor (NS) is a Bachelor-prepared Registered Nurse that is part of a self-directed team comprised of 2 Supervisors and 1 Administrator. The primary purpose of the NFP Leadership Team (NFPLT) is to work within the local community and lead agency structure to assure that the NFP Program is implemented in accordance with established guidelines and contract requirements. The NFPLT will use the principles of supervision, reflective practice, and staff development, to provide primary support and appropriate oversight to the Nurse Home Visitors (NHV), and to build and model a strengths-based, client-centered culture. The NFP Nurse Supervisor is responsible for maintaining the highest standards in clinical nursing practice and adherence to the NFP model, and to the policies, procedures, guidelines and standards of ChildStrive.

This position is based in Everett with a hybrid of remote work from home and in-person work. It also involves travel throughout Snohomish County for quarterly joint visits with NHV’s for those that are not via Telehealth.

Essential Functions

- Oversee the recruitment, hiring, supervision and evaluation of all nurse home visitors ensuring that they can implement the NFP philosophy and model with fidelity.
- Provide adequate orientation, professional development opportunities and strategies to address gaps.
- Assign client caseloads and monitors nurse home visitor’s ability to build and manage caseload.
- Build confidence and skill of nurse home visitors.
- Ability to maintain relationships based on trust, support, and growth with colleagues and community members.
- Work collaboratively with NFPLT to develop supervisory and leadership skills within the team.
- With NFPLT, become familiar with and actively participate in the preparation and monitoring of the NFP budget to ensure appropriate use of funds.
- With NFPLT, plan and expend budget to ensure compliance with fidelity to the NFP model and contract agreements.
- Participate in NFP community collaboration and advisory board meetings.
- Develop and maintain community referral sources for the NFP Program.
- Ensure timely and accurate data input and implements quality improvement strategies.
- Read and interpret reports; shares appropriately with team, partners and funders.
- Ensure that supervision of NFP nurse home visitors utilizes principles and concepts of motivational interviewing, coaching and reflective practice (modeling therapeutic relationships, change theory, self-efficacy, client centered, strength based, and solution focused approaches).
- Develop and implement regular reflective practice supervision within the program and conduct field visits.
- Ensure supervision of NHV’s utilizes principles and concepts of motivational interviewing, coaching, and reflective practice.
- Models therapeutic relationships, change theory, self-efficacy, client-centered, strength-based and solution-focused approaches.
- Ensure that their own reflective practice and ongoing professional and personal development needs are addressed.
Required Qualifications and Key Competencies

- Bachelor of Science Degree in Nursing from an accredited school of nursing required.
- Master's Degree in Nursing or closely related field preferred.
- Current nursing license (in good standing).
- Nurse Family Partnership training preferred.
- Experience in public/community health, including home visitation.
- Provided maternal-child health services, particularly in a community setting.
- Must possess a valid Washington State driver’s license, have automobile insurance, and be able to use own vehicle on the job with a mileage reimbursement.
- Proof of COVID-19 Vaccination.

BENEFITS

In addition to our supportive workplace environment, other benefits include:

- Competitive wages
- Matching 403(b) contributions
- Healthcare package
- Self-Care (Paid Time Off)
- Professional development
- Continuing education
- Flexible schedule

To be considered for this position email your resume and cover letter to: employment@childstrive.org

ABOUT OUR ORGANIZATION

Founded in 1963, ChildStrive is a growing non-profit agency serving children and families in Snohomish and north King Counties. We are pioneers and respected leaders in providing family centered parenting support and early intervention services to pregnant women and young children birth through 3 years old.

ChildStrive partners with families to support young children’s success in daily life and in the community. Our vision is that all children will succeed in school and in life.

We serve our community through four programs:

- **Early Support for Infants and Toddlers** serves families with children birth to three years of age who have a developmental delay or identified disability;
- **Nurse Family Partnership** serves first time pregnant women through pregnancy and until their child turns two years of age;
- **Parents as Teachers** serves families who are pregnant or have a young child who are living with trauma or chronic hardships, including housing instability or poverty.
- **Community Engagement** serves families with preschoolers who are homeless and living in shelters or who are isolated and lack support. The Outreach program also partners with the Tulalip Tribes and provides consultation services to childcare providers serving families in transitional housing.

**ECEAP (Early Childhood Education and Assistance Program)** is a high quality preschool and family development program for underserved families in partnership with Snohomish County and the State of Washington.

At ChildStrive our workplace is a direct reflection of our work with the families we serve.

We ask our families about their hopes and dreams and we recognize that the hope of dreams of our staff extend beyond their work life.

We build family capacity through strength based coaching, reflection, and information sharing. Whether you are a seasoned professional or a recent graduate, we systematically support our staff to reach their full potential. You’ll work alongside talented professionals and have built-in opportunities for continuing education, reflective supervision, pursuing your passions and sharing your knowledge.

We collaborate with families and our community partners in meaningful, effective ways; relationships are at the core of our work. You’ll find a trusted “home” on your transdisciplinary work team and experience the results of deep, authentic collaboration across the agency.

We continually adapt and improve to best meet our families’ needs, and maintain accountability in the process. Whether working with a challenging family, or improving agency wide effectiveness, you’ll roll up your sleeves to solve problems and have the freedom to implement solutions. Our “intent based leadership” philosophy means that every employee takes responsibility for ChildStrive’s success and how we accomplish our mission.
ChildStrive participates in the E-Verify program and is an equal opportunity employer.

EEOC/AA - All qualified applicants will receive consideration without regard to race, color, sex, sexual orientation, religion or natural origin, creed, marital status, age, Vietnam era or other veterans’ status, or mental or physical handicap.

Learn more by visiting www.childstrive.org