

Job Title	Community Health Worker
Pay	Starting pay is \$22 per hour. The bilingual pay differential for candidates who speak Brazilian Portuguese is an additional \$1.25 per hour.
Reports To	Population Health Manager
Travel Requirements	Local meetings and events, some state and federal conferences, local/regional patient service/education venues external to the health center.
Type of Position	<p>Regular Full-Time (1.0 FTE) with full benefit package including:</p> <ul style="list-style-type: none"> <li>• Health insurance</li> <li>• Dental insurance</li> <li>• 13 Paid Holidays</li> <li>• Three weeks of paid time off (4 weeks PTO after 5 years, 5 weeks PTO after 10 years)</li> <li>• Dedicated professional development stipend</li> <li>• Retirement plan and employer matching</li> <li>• Flexible schedule</li> <li>• Work from home opportunities</li> <li>• Paid family and medical leave</li> </ul>
Overview	<p>The Community Health Worker (CHW) will work dynamically with IHC's unique patient populations in accordance with the health center's Patient-Centered Medical Home (PCMH) model. The work of the CHW often extends to the wider community where their unique skillset makes them well equipped to identify persons in-need or at-risk and to connect them with the health center and other community services aimed with addressing the social determinants of health. The CHW encourages behaviors that promote both the wellness and health of the individuals and communities they serve, and provides a link between the community, health educators, and other healthcare and social service professionals. The CHW has a close understanding of the community they serve and is therefore able to act as a liaison between at-risk individuals and the health/social services available to them.</p>
Minimum Skills, Experience, and Educational Requirements	<ul style="list-style-type: none"> <li>• High school diploma or equivalent</li> <li>• 1-3 years of experience preferred</li> <li>• Strong analytical, quantitative, problem solving, and organizational skills</li> <li>• Ability to coordinate multiple tasks, follow workflows, set priorities, and meet deadlines</li> <li>• Brazilian Portuguese fluency highly desirable and will be compensated in the form of additional pay.</li> <li>• Experience in public health, community clinics, or other safety net setting highly desirable.</li> <li>• Experience with navigating electronic medical record platforms highly desirable.</li> <li>• Proficiency in Microsoft Excel, Word, and PowerPoint.</li> </ul> <p><b><i>Please note that the Health Center will provide each CHW with all of the necessary training.</i></b></p>
Responsibilities	<p>(1) With the Population Health Manager (PHM), implement comprehensive programs that actively work to identify opportunities for improvement in addressing medical and social inequities</p> <ul style="list-style-type: none"> <li>• Collaborate with the PHM to promote Population Health / Social Determinants of Health (SDoH) initiatives and projects through consistent patient outreach, education and connection</li> <li>• Build effective relationships through trust, respect and communication and ultimately, help members, patients and their families <b>navigate</b> and <b>access</b> community services and resources</li> </ul>

- Conduct screenings and surveys that address access to the medical, behavioral and social needs of patients, in order to identify gaps in care and barriers to obtaining resources critical to the members'/patients' wellbeing
- Facilitate care coordination and care transitions for IHC patient populations (e.g. following an ED visit or inpatient stay, serving as a linkage between patient and provider)
- Ensure that all services are offered in a culturally and linguistically appropriate manner and that all needed accommodations are consistently made for members with disabilities
- Use information about data trends for self-directed learning and performance improvement
- Build capacity within the clinic and the community at large to address health issues
- Collaborate across interdisciplinary teams to develop and implement data-driven outreach strategies to care for health center patients.

(2) Clinical Operations

- Be an active member of the PCMH Care Team and participate in care team huddles
- Act as a health coach when appropriate
- Collaborate with patients to set self-management goals, create action plans, and assess barriers to goals
- Provide patient education and skill-building materials
- Participate in trainings offered by the Massachusetts League of Community Health Centers to support skill development
- Actively participate in monthly CHW Forums with the MassLeague

(3) Work in tandem with IHC Community Health Workers / Peer Recovery Coaches to address the social needs of all Island Health Care patients

- Proactive outreach to address needs relating, but not limited to, the social determinants of health
- Motivate patients to be active, engaged participants in their health
- Effectively work with people (staff, patients, providers, agencies, etc.) from diverse backgrounds in reducing cultural and socio-economic barriers between clients and institutions
- Efficiently and completely document all patient encounters in the Electronic Health Record
- Connect patients with relevant resources to improve agency and health outcomes
- Navigate IHC programs with patients and assist them in completing applications if needed (e.g. Sliding Fee Discount Program, Transportation Access Program)
- Provide ongoing support and follow-up to ensure that *all* of patients' needs are met
- With the larger CHW team, coordinate community outreach activities to increase awareness of the services offered by IHC and the community at large
- Continuously expand knowledge and understanding of community resources, services and programs provided; human relations and the procedures used in dealing with the public as part of a service or program; operations, functions, policies and procedures associated with the department or program area; procedures and resources available to handle new, unusual or different situations