



HealthySteps Specialist Job Announcement

Santa Cruz Community Health (SCCH) began as a women's health collective in 1974 with the mission to improve the health of our patients and the community and advocate the feminist goals of social, political, and economic equality. Now, more than 45 years later, we serve that same mission as a nonprofit Federally Qualified Health Center operating three sites: the Santa Cruz Women's Health Center in downtown Santa Cruz serving women and children; and the East Cliff Family Health Center in Live Oak, serving everyone, and the new Santa Cruz Mountain Health Center in the San Lorenzo Valley.

SCCH has a diverse patient population and an engaging and friendly work environment. Our caring and committed staff works as a team to fulfill our mission so that all our patients have access to comprehensive, quality health care.

POSITION SUMMARY:

HealthySteps is an evidence-based, interdisciplinary pediatric primary care program that promotes positive parenting and healthy development for babies and toddlers, with an emphasis on families living in low-income communities. The entire practice works together to implement the HealthySteps model, with leadership from a Physician Champion and the HealthySteps Specialist who is integrated into the primary care team.

Classification: Full-time, Salary/Exempt
Reports to: Health Services Manager

Location: Varies/Administration/Remote
Hours: 8:00AM-5:00PM/Flexible

CORE JOB RESPONSIBILITIES:

ESSENTIAL FUNCTIONS INCLUDE BUT ARE NOT LIMITED TO:

- Conducts team based well child visits with parents and their babies and young children with the physician/pediatric nurse practitioner.
- Provides consultations with families with babies and young children regarding developmental and behavioral concerns such as sleep, discipline, picky eating, etc.
- Collaborates with HS team to implement all core components of the program including universal child development and SDOH screening, making positive parenting and early learning guidance information readily available to all practice staff, and adjusting workflows for optimal efficiency.
- Provides consultation to medical professionals and all practice staff re: early childhood development, infant mental health, and trauma informed practice.
- Close collaboration with internal behavioral health department.
- Provides referrals and tracks follow-up, as appropriate, to help families make connections to key resources within the community.
- Maintains extensive databases required to meet HS fidelity metrics including both internal and external referrals.

- Collaborates with HS team to complete annual site reporting to the National Office, which may include analysis of both external database files and EMR data reports.
- Documents all patient clinical activity and care coordination in electronic medical records.
- Maintains open communication with medical staff and members of the care team.
- Works closely with pediatric providers around care coordination, goal setting, counseling, coaching and education about key aspects of a child’s development.
- May conduct meetings in public and may accompany families to key medical, specialty, and community agency appointments as needed.
- May facilitate parents’/caregivers’ groups.
- Participates in reflective supervision meetings.
- Participates when appropriate in community-wide early childhood meetings.

COMPETENCIES

GENERAL JOB PERFORMANCE STANDARDS:

- “Grace under pressure” with the ability to multitask and triage/juggle multiple appointments and conflicting priorities.
- Comfort with an open-door policy, potentially frequent interruptions, and warm hand offs.
- Flexibility in communication: able to switch between being on the floor playing with young patients and communicating with medical professionals regarding mental health interventions in a professional, coherent, and efficient manner.
- “Professional Backbone,” confidence, and assertiveness with providers and colleagues (shaping appropriate referrals, etc.).
- Reflectiveness, insight, and curiosity about oneself.

QUALIFICATIONS

- Master’s degree in psychology, social work, counseling, early childhood education, or related field preferred but not required. Clinical supervision may be offered to those pursuing licensure as LCSW or LMFT.
- Prefer licensed professional.
- Bilingual in English and Spanish required. Bicultural preferred.
- Experience and knowledge about early childhood growth and development, parent-child relationships, child health infant mental health, and family systems.
- Experience evaluating the growth and development of infants and children under five years of age.
- Excellent oral and written communication skills.
- Demonstrated commitment to working with underserved populations in a community setting.
- Must be empathic, supportive, and patient.
- Strong motivational interviewing skills.
- Ability to work with people of many cultures.
- Ability to take initiative and a willingness to learn.
- Ability to work well both in teams and independently.
- Ability to collect and enter data for program management, evaluation, and reporting purposes.
- Interest in the use of technology to improve care quality a plus. Excel, Word, Outlook, etc.

WORK CONDITIONS

Working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions. Variations in conditions may occur under certain circumstances.

SALARY AND BENEFITS

This is a full-time, salaried, exempt position. Competitive compensation & benefits package are available to staff working at least 20 hours per week. Paid time off and paid holidays accrue from date of hire. Paid Board License(s) and CME (fees and days off). Employer subsidized group health, dental, vision and life insurance plans the first of the month after 30 days of employment. Automatic 2% enrollment in an Employer sponsored 401k plan with a 2% retirement match.

APPLICATION PROCESS

To apply, download our employment application on our [Careers page](#). Submit application and current resume with letter of interest Human Resources. No phone inquiries, please.

SANTA CRUZ COMMUNITY HEALTH IS AN EQUAL OPPORTUNITY EMPLOYER
(W/M/V/D).