



EMPLOYMENT OPPORTUNITY

LEAD PROMOTOR COMUNITARIO

Title:	CalAIM Lead Promotor Comunitario/Community Health Worker (CHW)
Starting Wage:	\$25 per hour
Reports to:	CalAIM Program Manager
Location:	Orange County, California
FLSA Status:	Non-Exempt
Position Status:	Regular, Full Time/Part Time (9am – 5pm)
Effective Date:	July 2024

ABOUT VISIÓN Y COMPROMISO

Established in 2000, Vision y Compromiso is a nationally respected organization committed to community well-being by supporting promotores and community health workers. The organization provides comprehensive culturally- and linguistically – relevant training, workforce development, leadership opportunities, advocacy, and support to thousands of promotores and community health workers. Highly trained community experts and trusted members of their communities, promotores are characterized by *servicio de corazon* (service from the heart). Our vision: *Hacia una vida digna y sana* (towards a healthy and dignified life) reflects our goal of building promotores' capacity to educate, empower and advocate for community change to improve their communities so that all families may know a better way of life.

POSITION SUMMARY

Under the direct supervision of the CalAIM Program Manager, the CalAIM Lead Promotor Comunitario/CHW will conduct CHW Services such as health education classes on various topics in order to address barriers to physical health and mental health. CHW Services are preventive health services to prevent disease, disability, and other health conditions or their progression in order to prolong life and well-being awareness activities to increase overall access to care for community members in Orange County. The CalAIM Lead Promotor Comunitario/ CHW is responsible for completing the required programmatic certification and reporting in a timely manner.

HOW TO APPLY

Applications will be open July 15, 2024, until the position has been filled. Please submit resumes and questions to Carol Malo, CalAIM Manager at (carol@visionycompromiso.org).

ESSENTIAL DUTIES & RESPONSIBILITIES

- CHW services may assist with a variety of concerns impacting MCP Members, including but not limited to, the control and prevention of chronic conditions or infectious diseases, behavioral health conditions, and need for preventive services.
- Participate in all trainings provided by Visión y Compromiso. Dates to be determined.
- Proactively engage with community members through timely and necessary follow-up to ensure their ongoing engagement and progress within the program and available services. Assist them with navigation, individual support and advocacy.
- Maintain accurate, up-to-date records and files on all outreach and awareness activities conducted daily.
- Participate in the development of a plan of care
- Individual Support or Advocacy: Assisting a Member in preventing the onset or exacerbation of a health condition or preventing injury or violence. This includes peer support.
- Maintain consistent and constant communication with the CalAIM Program Manager regarding all pertinent activities assigned.
- Attend all scheduled meetings with the project team, as needed.
- Conduct outreach and awareness activities (including but not limited to tabling and in-service partner education workshops on CalAIM Services and referral process in order to increase access to care among community members individually and making referrals to relevant health services.

Other duties may be assigned. The duties listed here are typical examples of the work performed; not all duties assigned are included, nor is it expected that all similar positions will be assigned every duty.

CORE COMPETENCIES

- CHWs must have lived experience that aligns with and provides a connection between the CHW and the Member or population being served.
- Ability to do screening & assessment that will assist in providing services that do not require a license and connect members to appropriate services to improve health.
- Ability to collaborate closely and across all VyC departments with a wide range of staff, community members, partner agencies, and funders.
- Understanding of the promotores model or other community leadership models and its role in creating health equity, nationally and internationally.
- Demonstrated verbal and written communication, presentation, and interpersonal skills.
- Attention to detail, organizational abilities, and establishment of priorities.

SUPERVISORY RESPONSIBILITIES

This position has no supervisory responsibilities.

MINIMUM QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION

There is no minimum educational requirement.

EXPERIENCE

- A minimum of two (2) years of experience working with monolingual and/or bilingual Latino communities
- A minimum of two (2) years of experience or 2,000-hour equivalent of field experience conducting outreach and providing community health awareness.
- A minimum of one (1) year of experience utilizing and navigating database technology and connecting community members to relevant services.
- Experience with navigating the medical health system is preferred.

CERTIFICATES, LICENSES AND REGISTRATIONS

Valid California Class C Driver License or the ability to utilize a reliable alternative method of transportation when needed to carry out job-related essential functions. Valid automobile liability insurance and the following:

- CHW certificate (within 18mo of start date)
- Violence prevention professional certificate: for individuals providing CHW violence prevention Services only, a Violence Prevention Professional (VPP) certificate issued by Health Alliance.
- CHWs must complete a minimum of six hours of additional relevant training annually

LANGUAGE SKILLS

Proficiency in leading and facilitating engaging discussions to raise awareness on various health topics. Ability to read, analyze and interpret general reports, procedures, or regulations. Ability to complete reports and write business correspondence. Ability to effectively present information and respond to questions from individuals, groups, and the public. Due to the population served, the ability to do so in Spanish and/or English is preferred.

COMPUTER SKILLS

Proficiency in utilizing technology to navigate community members through the health system as needed. Computer skills for the purpose of data entry during enrollment events, sending and receiving email, and calendar scheduling. Comfortable using and learning new technology. Proficiency in Google Suite, Microsoft Office (Excel, Word, PowerPoint) and zoom or telecommunication software is needed.

TRAVEL REQUIREMENTS

The ability to travel locally within the assigned region as required.

PREFERRED SKILLS AND QUALIFICATIONS

- Experience conducting successful outreach in diverse settings.
- Experience in providing outreach and awareness activities to adults.
- Experience with implementing screening & assessments, like ACES
- Ability to work independently as well as part of a care team.
- Availability to work the required hours as required.
- Ability to maintain a flexible work schedule, including shifts on weekends and evenings.
- Strong organizational skills, with the ability to effectively link community resources to the specific needs of program participants.
- Experience with support groups and advocacy.
- Trusted community leader.
- Experience with navigation of social and state services.
- Knowledge of Medi-Cal programs & Public health care system.
- Experience with phone outreach & home visitation modalities.
- Must have a variety of curriculum topics including but not limited to; chronic disease management, Preventive Health, domestic violence, human trafficking, COVID-19, Mental health, etc.
- Must have an existing and extensive network of partnerships in Los Angeles such as: Community Clinics, Hospitals, Managed Care Plans, Parent Centers, Community Centers, Community Organizations, Parks & Recs, etc.
- Experience with the creation of curriculum and presentations.
- Proficient with report submissions and technology basics.
- Familiar with closed loop referral platforms, such as Findhelp, 211, UniteUS, etc.

PHYSICAL DEMANDS

The physical demands 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 individuals with disabilities to perform the essential functions.

The employee will sit, talk, hear and use hands and fingers up to 3/4 of the time. The employee will stand and walk up to 1/4 of the time. The employee is routinely required to carry and/or lift up to 10 pounds.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work environment varies with the locations at which outreach, and educational activities are conducted. Brief exposure to the elements (cold, rain, wind, sun) while traveling to and from locations and entering and exiting facilities is possible. The noise level in these various work environments is typically quiet to moderate.

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