

Job Description	
Title	Family Health Educator
Reports to	Manager, Primary Care
Location	Midtown Kingston Health Home, Kingston
Position Type	Permanent, Full-time, 35 hours/week
Start Date	As soon as possible
Salary	\$65,447.20 - \$76,986.00, annually (\$35.96-\$42.30/hr)

Position Summary

Working at a high level of autonomy within a multi-disciplinary team, the Family Health Educator (FHE) works to promote, protect, and preserve optimal family and childhood health outcomes, with a focus on early and school years. The FHE counsels, supports, educates, and provides care to parents in one-on-one and group settings. The FHE will work to promote skills to enhance resiliency with clients from a wide variety of backgrounds. Working with an understanding of the social determinants of health, inclusiveness, equity, social justice, and trauma informed care, the FHE assists clients to find solutions to achieve health related goals for themselves and their families.

This position is primarily focused on case management, system navigation, health teachings as well as counselling. We recognize the strengths of various healthcare disciplines in regard to supporting families and addressing barriers they face. As such we will be accepting applications from the following disciplines: social work, occupational therapy, and nursing.

Key Responsibilities	Detailed Responsibilities
Client Care & Clinical	<ul style="list-style-type: none"> • Understand and implement attachment based and trauma-informed parenting. • Parenting support in one-on-one and group settings including client screening, general health education, early childhood health information and harm reduction. • Provide individual support that will improve parenting skills around common childhood issues such as behaviour management, sleep routines, healthy habits. • Experience with and understanding of strategies that support behaviour change with vulnerable individuals/families. • Perform intake assessments, referrals, case management and follow-up. • Collaborate with parents who identify they need help with family challenges including but not limited to health, housing; income; food insecurity; domestic/family violence; employment, parenting; and child behaviour. • Help parents navigate community agencies and build connections with specialized community services. Liaise with and advocate, when necessary, with partner agencies (Public Health, child care programs, Family and Children’s services, Kids Inclusive, Maltby, KHSC) to encourage engagement and responsiveness. • Collaborate with clients to assess goals and modify care. • Advocate for complex clients and families living in unstable situations and work to assist in reducing barriers to accessing health care services. • Consult with other team members regularly to ensure safe care. • Implement, modify, and evaluate evidence-based parenting groups. • Be a leader and resource for staff about factors which affect the health status of



	<p>families with young and school-aged children.</p> <ul style="list-style-type: none"> • Assist in development of and follow medical directives as appropriate. • Provide outreach to families (e.g., sharing information, assisting with formal and informal referrals. Accompanying/supporting access to community programs. Supports families to identify and prioritize issues, facilitate relationship building.) • Mentor volunteers/students as appropriate. • Ensure infection control and occupational health and safety standards are followed in practice. • Home visits, as appropriate. • Clinical oversight will be provided by medical team.
<p>Quality Improvement & Coordinated Care</p>	<ul style="list-style-type: none"> • Contribute to and support quality improvement initiatives. • Adaptable to a variety of complex client encounters i.e., at KCHC sites, community sites, home visits and telephone. • Collaborate with other staff and community agencies to support a successful and seamless client experience and quality care through case management and coordination. • Assist in the development of system-based efficiencies to improve the client experience and reduce unnecessary visits to hospital.
<p>Administrative Duties</p>	<ul style="list-style-type: none"> • Follow respective College of Ontario Guidelines for documentation of care and interventions. • Document all individual and group encounters in PS Suites. • Participate in chart reviews and case conferences. • Participate in planning meetings, development of program work plans and team meetings and other administrative activities which support the overall functioning of the team. • Develop and implement systems to ensure adequate follow up of vulnerable clients. • Maintain other records and data as required.

Organizational Responsibilities

- Complies with all relevant legislation and KCHC policies, including privacy laws
- Commits to acquiring an understanding of the importance of trauma responsiveness and the impact of Adverse Childhood Experiences (ACEs)
- Commits to demonstrating an ongoing commitment to Equity, Diversity, Inclusion and Indigenization (EDII) by representing the diverse nature of our communities, promoting and practicing inclusion
- Supports consistent application and development of KCHC policies and procedures
- Supports KCHC’s student and volunteer placement programs
- Promotes awareness of and participation in KCHC activities
- Demonstrated commitment to continuous learning and quality improvement
- On occasion, perform other temporary duties as required

Basic Education and Experience Requirements

- University degree in a relevant field and registration in good standing with a professional body. Social Work, Occupational Therapy or Nursing preferred.
- Three to five years’ experience in a primary care setting; or a combination of community, hospital, or public health settings. Applicants with less experience may be considered.
- Experience supporting vulnerable and diverse populations and clients with addictions, mental health, and/or complex psycho-social issues, both one-on-one and in group settings.
- Knowledge of healthy baby and child development, and holistic family care.



- Understanding and knowledge of social determinants of health, harm reduction and health equity.

Knowledge Skills and Abilities

- Strong assessment skills.
- Experience working with Indigenous communities and familiarity with traditional Indigenous approaches to healthcare an asset.
- Understanding of Adverse Childhood Experiences, resilience and the importance of building relationship with clients.
- Lactation Consultant certification an asset.
- Excellent oral and written communication skills.
- Excellent interpersonal skills with ability to engage marginalized clients, and a commitment to being a team player.
- Demonstrated ability to attend work on a regular basis and ability to meet the physical demands of the position.
- Proficiency in the use of computers and relevant software applications (Microsoft Office), including Electronic Medical Record software (PS Suite preferred).
- Awareness of, and ability to support, provincial and federal privacy regulations.
- Experience in program development, implementation, monitoring, and evaluation.
- Ability to work independently.
- Ability to communicate in other languages is an asset.

Competencies

Organizational Competencies: Accountability, Client Focus, Collaboration, Continuous Learning

Position Competencies: Attention to Detail, Communication, Knowledge/Professional/Technical Expertise, Negotiation, Problem Solving, Teamwork, Time Management

Other Requirements

- Current and satisfactory Criminal and Vulnerable Persons Check.
- Reliable access to a vehicle in order to reach individuals in the community and in their homes.
- Valid Driver's Licence, Driver's Abstract and proof of vehicle liability insurance as this is a requirement under KCHC's insurance provider (HIROC).
- Ability to work after hours as required.

Application Instructions

- Please include a cover letter clearly outlining how your skills and experiences correspond with the specific job qualifications along with your resume.
- Save all documents as a single file using your own name (Last, First). A PDF format is preferred.
- Email to hr@kchc.ca citing reference "**2024-45-KCHC**" in the subject line.
- Please submit your application by Sunday September 8th. Applications may be considered on a rolling basis following the close date, until the position is filled.

As a registered professional, to abide by and be accountable to the ethics and standards set out by the relevant regulatory body of the profession.

All KCHC staff have a duty to understand and follow KCHC policies, uphold high ethical and professional standards, and maintain confidentiality and privacy, using tact and good judgment in all dealings with other staff and clients.

KCHC is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please notify Human Resources.

KCHC is a proud Living Wage employer!

Kingston Community Health Centres, 263 Weller Ave. Kingston ON, K7K 2V4 www.KCHC.ca