



# STAR VISTA

**JOB DESCRIPTION:** Father Engagement Specialist

**PROGRAM/DEPARTMENT:** Healthy Homes / Early Childhood and Family Services

**SALARY/STATUS:** Part-time, Non-Exempt (24 hours per week)

**REPORTS TO:** Healthy Homes Program Manager

## **POSITION PURPOSE AND OBJECTIVES:**

Our Early Childhood Services programs strive to foster healthy cognitive, emotional and social development for children birth through age five and their families. Healthy Homes serves families with young children throughout San Mateo County that are in need of intensive support services and facing a variety of stressors such as poverty, food insecurity, trauma, neglect, substance abuse, mental illness, language barriers, among others. Our Father Engagement Specialist (FES) provides home-based services (currently telehealth) to enhance the parent-child relationship, link families to needed resources, and support families through multiple stressors. FES will be based in the communities they serve and will provide most services in families' homes or in community locations. FES will also facilitate father support groups in English and Spanish and workshops on a variety of topics (e.g., child development, breaking intergenerational cycles of violence) and others.

A successful candidate for this position will have proven history working with young children and families, particularly fathers. Will be able to communicate a sense of respect, care, and commitment to early childhood work (0-5). Additionally, a warm, curious, relational, and strength-based approach to working with families, as well as flexibility and adaptability, are key success factors. We will provide high-quality training and reflective supervision to support professional development and growth.

## **KNOWLEDGE, SKILLS, AND ABILITIES:**

1. Written and oral fluency in Spanish.
2. Occasional evenings and weekends required and ability to handle multiple priorities.
3. Knowledge of infant and child development and attachment. Experience or training in any or all of the following preferred: 24/7 Dad and Circle of Security.
4. At least 1 year of experience working with families with children 0-5 who have experienced trauma.
5. Ability to take, or think about, the perspective of another (e.g., a caregiver, child, or team member).
6. Self-awareness of culture, beliefs, and privilege and values.
7. Experience working with culturally and ethnically diverse populations.
8. Familiarity with home visiting, case management and facilitating groups.
9. Knowledge of San Mateo County communities and resources.
10. Ability to work both independently and within a larger collaborative system of agencies, individuals, and disciplines.
11. Ability to work in a team environment with flexibility, respect, enthusiasm and humor.

## **DUTIES AND RESPONSIBILITIES:**

1. Provide bi-monthly (or as needed) home visits to fathers to support them with case management needs.
2. Facilitate weekly groups for fathers using 24/7 Dad curriculum and relationship-based support. The groups are in Spanish and English.
3. Link fathers to community resources in San Mateo County, including but not limited to, shelter, domestic violence services, legal, childcare, food support programs, financial assistance, employment/training, health, and immigration support services.
4. Provide workshops in the community covering topics such as positive discipline, parenting style, children's development, and others.
5. Work as part of a multi-disciplinary team of Family Support Specialists, social workers, marriage and family therapists and community partners.
6. Coordinate services with other providers who are involved with each family.

7. Comply with documentation requirements.
8. Participate in program evaluation efforts.
9. Maintain client files and timely program documentation.
10. Attend group supervision, individual supervision, and regular program staff meetings.
11. Connect with other agency's programs with Early childhood services to collaborate and strengthen father engagement services across San Mateo County.
12. Other duties as assigned.

**WORKING CONDITIONS:**

\*Most of our services continue to be provided using online platforms such as Zoom. Work as part of multidisciplinary team in an office and community environment. Provide services in homes and in office environment. Travel to and from work sites. Handle confidential information and documents, as well as potential crisis situations.

**MINIMUM QUALIFICATIONS:**

- BA degree in Social Work, Psychology, Education, Child Development or related field; or more than four years of experience working in a related field.
- \*Applicants/fathers with lived experiences similar to our client population are encouraged to apply.
- Valid CA Driver's license, working car, proof of auto insurance and ability to pass fingerprint and TB clearance is required.

**TO APPLY:** Please submit resume to [karol.markowitz@star-vista.org](mailto:karol.markowitz@star-vista.org) Attention: Karol J. Markowitz, Program Manager.