

# **JOB VACANCY ANNOUNCEMENT**

**Date of Posting: 7-10-2018**

The following full time positions are available. Interested parties may obtain an application form from the Marion County Public Health Department, the Public Health website [www.marionph.org](http://www.marionph.org), the Marion County website [www.co.marion.ia.us/offices/hr](http://www.co.marion.ia.us/offices/hr) or on the bulletin board on first floor of the Courthouse. Please submit your completed application form to the Marion County Public Health Department, 2003 N Lincoln St (PO Box 152), Knoxville IA 50138, or to Kim Dorn via email at [kdorn@marionph.org](mailto:kdorn@marionph.org) by July 20, 2018.

**Job Title:** Parents as Teachers Home Visitor (2 positions open)

**Department:** Marion County Public Health Department

**Hours:** Generally 8 am – 4:30 pm, M-F  
Some evenings required, will review with applicant

## **Essential Functions:**

- Carry out Parents as Teachers Curriculum with assigned families.
- Planning and Preparing lesson plans
- Scheduling Home Visits
- Participate in group family activities as assigned
- Drive to home visits and to community locations as required
- Teach Child Development
- Teach safe and healthy childhood environments
- Teach child rearing practices and school readiness
- Participate in required training and professional development
- Attend meetings that benefit families
- Comply with all organizational policies and requirements
- Complete, accurate and objective documentation in approved/required computer systems

**Interested parties are encouraged to read the full job description available on the website [www.co.marion.ia.us/offices/hr](http://www.co.marion.ia.us/offices/hr) or at the Marion County Public Health Department. This vacancy notice will be posted for a minimum of 10 days, which ends July 20, 2018.**

The Marion County Board of Health shall have sole discretion to fill any vacancy.

**MARION COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER**

**MARION COUNTY  
JOB DESCRIPTION**

Job Title:	Parents As Teacher Home Visitor	Department:	Public Health Department
Effective Date:	July 2018	FLSA Designation:	Non-Exempt
HR Approved:	<i>Lisa Seddon</i>	Reports To:	PAT Program Coordinator

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**PURPOSE**

This employee is responsible for empowering parents to support the developmental needs of their children in various areas. These professionals focus their tasks on the needs of a family, helping parents to see that they are a child's primary and most significant teacher.

**ESSENTIAL FUNCTIONS AND RESPONSIBILITIES**

*The following duties are typical for this position. These are not to be construed as exclusive or all inclusive. Other duties may be required and assigned.*

**Planning**

- Parent educator will be responsible for selecting, preparing and developing the appropriate lesson plan using the foundational visit plans and planning guide.
- Parent educator will be responsible for cooperating with other staff members in developing instructional activities.
- Parent educator will be responsible for planning and scheduling of home visits that best meet the schedule of the parents.

**Programming**

- Parent educator will practice a strength-based family support and parenting education approach to support the growth of parents' capacities through research-based methods and principals.
- Parent educator will be knowledgeable about child and parent development, and are skilled in fostering positive parent-child interactions.
- Parent educator will demonstrate respect for diverse needs and characteristics of families and understand the influence of varied family systems, culture, and socioeconomic status in child rearing practices and school readiness.
- Parent educator will assist parents in establishing healthy safe environments and parenting practices that promote the optimal development of children.

- Parent educator will strengthen families by building partnerships, connecting parents to supports, and fostering parent engagement and leadership in schools and community organizations.

### **Communicating:**

- Parent educator will demonstrate effective communication and interpersonal skills (e.g., outgoing, empathetic, non-judgmental, patient, tactful) in order to build trusting relationships with families.
- Parent educator will demonstrate effective communication with supervisor and team partners in order to support the family in fulfillment of their developmental growth.
- Parent educator will demonstrate effective communication in connecting families to needed resources. The parent educator will take an active role in the community establishing relationships with other institutions and organizations that serve families.
- Parent educator will demonstrate clear, organized, easily retrievable information in record keeping which is key in tracking families' success toward accomplishing goals and completing reports.
- Parent educator must have strong verbal and written communication skills along with interpersonal and organizational skills.

### **Training and Professional Development:**

- Parent educator will complete comprehensive orientation process to ensure they will get the most from the training and be ready to apply what they have learned at the Foundational and Model Implementation training.
- Parent Educator is a mandatory reporter, and must stay current on training.
- Parent educator will attend the Foundational and Model Implementation Trainings before delivering Parents as Teachers.
- Parent educator will attend training for administering the Life Skills Progression at the earliest training upon being hired.
- Parent educator will attend the training for administering the Ages Stages Questionnaire at the earliest training upon being hired.
- Parent educator will participate in a minimum of two hours of reflective supervision per month.
- Parent educator will participate in a minimum of two hours of staff meetings per month.
- Parent educator upon the first year of certification complete 20 hours of professional development. Upon 2<sup>nd</sup> year of certification, parent educator will complete 15 hours of professional development. Upon 3<sup>rd</sup> year and beyond parent educator will complete 10 hours of professional development.

### **Public Relations:**

- Parent educator will attend and participate in meetings that will benefit the families on their caseloads.
- Parent educator will work to establish and maintain open lines of communication with families, concerning the development of their child and for the needed resources to sustain their family.
- Parent educator will establish and maintain cooperative relations with other staff and service agencies.
- Parent educator will help identify and recruit families who are most in need of services by working closely with community agencies.
- Parent educator will respect the clientele in public situations and only communicate with them if they initiate the communication.
- Parent educators will comply with all required HIPAA Rules and demonstrate confidentiality with the information they are allowed to have access to.
- Parent educators will refrain from any situation that could be considered a conflict of interest. Any conflict or potential conflict will be reported to the agency director. Each matter will be individually evaluated.
- Parent educators are prohibited from participating in any private exchange of money for goods or services outside of the business of the agency. Soliciting to parents is strictly prohibited.
- Parent educators are prohibited from participating in any personal relationship with parents or families.

### **Reporting and Clerical Duties:**

- Parent educators will maintain and promptly submit accurate and correct records as required by state, Parents as Teachers, and agency guidelines.
- Parent educators will assist with maintaining an inventory of resources used in developmental activities and resource materials to be given to families.
- Parent educator will complete clerical and accounting tasks necessary for the effective functioning of the program activities.
- Parent educator will maintain individual records on children including screenings, assessments, referrals, progress reports, documentation of home visitation activities.
- Parent educator will perform other responsibilities as directed by his/her immediate supervisor.

### **MINIMUM EDUCATION & EXPERIENCE REQUIRED TO PERFORM ESSENTIAL FUNCTIONS**

- Minimum qualifications for a parent educator are a high school diploma or GED and two years' previous supervised work experience with young children and/or parents.

- Ability to relate to children and parents.
- A reliable automobile for conducting home visits and trainings.
- Pass a post offer-pre-employment physical provided by Marion County
- Pass a Pre-Employment Background Check.
- Fluent with Computer skills using a windows based environment

#### **Certificates, Licenses, Registrations**

- Valid Iowa Driver's License
- Automobile insurance meeting the requirements set forth by Marion County.
- Valid Iowa driver license
- NIMS (will provide)

### **MENTAL AND PHYSICAL COMPETENCIES REQUIRED TO PERFORM ESSENTIAL FUNCTIONS**

#### **Language Ability**

- Ability to communicate and build rapport with a variety of individuals from diverse backgrounds.
- Ability to read and comprehend instructions, short correspondence, and memos
- Ability to follow the prescribed curriculum
- Ability to write proper correspondence
- Ability to accurately document activities and observations in a clear and objective manner

#### **Mathematical Skills**

- Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.

#### **Cognitive Demands**

- Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form
- Ability to maintain confidentiality
- Ability to work independently
- Ability to problem solve, and know when to request assistance from supervisor
- Must have exceptional organizational skills
- Must have ability to discern without judgmental attitude
- Must be proficient in Microsoft Office/Windows environment

**Equipment Used**

Computer, including routine use of Microsoft software products, other windows based software.

Printers

Telephone

A variety of toys, learning materials as it relates to the curricula of the program

**Physical Demands**

Required to sit, stand and walk, bend, squat, sit on floor, and climb steps. Must reach at or above shoulder level and below shoulder level. Must be able to lift and carry up to 30 pounds short distances. Must be able to see and hear within normal limits with or without corrective devices.

**Environmental Adaptability**

Work is performed in a wide variety of home environments, including homes that would include infestations.

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I have carefully read and understand the contents of this job description. I understand the responsibilities, requirements and duties expected of me. I understand that this is not necessarily an exhaustive list of responsibilities, skills, duties, requirements, efforts or working conditions associated with the job. While this list is intended to be an accurate reflection of the current job, the Employer reserves the right to revise the functions and duties of the job or to require that additional or different tasks be performed as directed by the Employer. I understand that I may be required to work overtime, different shifts or hours outside the normally defined workday or workweek. I also understand that this job description does not constitute a contract of employment nor alter my status as an at-will employee. I have the right to terminate my employment at any time and for any reason, and the Employer has a similar right.

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Employee's Signature

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Date

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Department Head

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Date

Marion County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will consider reasonable accommodations for qualified individuals with disabilities and encourages prospective employees and incumbents to discuss potential accommodations with the Employer.

**MARION COUNTY**

**APPLICATION FOR EMPLOYMENT**

If you need help to fill out this application form or for any phase of the employment process, please notify the person who gave you this form and every effort will be made to accommodate your needs in a reasonable amount of time. Please complete all sides of the form. If more space is needed to complete any questions, use an extra sheet of paper. Print clearly; illegible applications will not be processed.

All qualified applications will receive consideration without unlawful discrimination because of race, creed, religion, color, sex, sexual orientation, gender identity, age, national origin or disability.

Last Name	First	Middle
Street Address	Are you at least 18 years of age? Yes _____ No _____	Do you have a legal right to work in the United State full-time? Yes _____ No _____
City/Town	State _____ Zip Code: _____	Telephone Number(s) ( ) ( )
Position you are applying for: (Maximum of 2) 1. 2.		Date Available:
		Email Address:
Have you ever been employed by Marion County? Yes _____ No _____ If yes, give dates you were employed:	Position	Reason for Leaving

List all of the formal education that you have completed. Use a separate sheet of paper if you need additional space.

Name/Location	Did You Graduate?	Major Subject
High School(s)	YES _____ NO _____ If no, list the highest level completed:	
College(s)	YES _____ NO _____ If no, list the highest level completed:	
Trade School(s)	YES _____ NO _____ If no, list the highest level completed:	

List employment starting with your most recent job during the past 10 years. Account for any time period that you were unemployed by stating the nature of your activities. Use back or separate sheet of paper if necessary.

Employer:  Telephone #: (    )	From:	To:	Pay level per: (Yr/Mo/Wk/Hr)
Address:	Job Title:	Describe your duties:	
City, State, Zip Code	Supervisor's Name:	Reason for leaving:	
Employer:  Telephone #: (    )	From:	To:	Pay level per: (Yr/Mo/Wk/Hr)
Address:	Job Title:	Describe your duties:	
City, State, Zip Code	Supervisor's Name:	Reason for leaving:	
Employer:  Telephone #: (    )	From:	To:	Pay level per: (Yr/Mo/Wk/Hr)
Address:	Job Title:	Describe your duties:	
City, State, Zip Code	Supervisor's Name:	Reason for leaving:	
Employer:  Telephone #: (    )	From:	To:	Pay level per: (Yr/Mo/Wk/Hr)
Address:	Job Title:	Describe your duties:	
City, State, Zip Code	Supervisor's Name:	Reason for leaving:	
<b>May we contact your current employer?</b> Yes _____ No _____			

List any professional, trade groups, organizations, machinery/tools operated in past, or special skills that you consider relevant to your ability to perform this job:

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Were you in the Military? Yes \_\_\_\_\_ No \_\_\_\_\_ Branch: \_\_\_\_\_

Do you have any experience from your military service that would be relevant to the job(s) for which you are applying?

If yes, please explain: \_\_\_\_\_

Have you ever been convicted of a felony? (For purposes of this questions, convicted includes plead guilty, plead no contest or been given a deferred sentence of judgment.) Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please explain: \_\_\_\_\_

**Note:** A conviction will not automatically disqualify an applicant for a particular job and that the type and seriousness of the crime, the frequency of violations, the date of conviction, and the applicant's entire work and educational history will be considered.

Have you been given a job description or had the requirement of the job explained to you? Yes \_\_\_\_\_ No \_\_\_\_\_

Answer the questions in this box only if you have received a copy of the job description or had the requirements of the job thoroughly explained to you.

Do you understand the requirements? Yes \_\_\_\_\_ No \_\_\_\_\_

Can you perform the requirement of this job with or without reasonable accommodations? Yes \_\_\_\_\_ No \_\_\_\_\_

If the job requires, do you have the appropriate valid driver's license? Yes \_\_\_\_\_ No \_\_\_\_\_

DL#: \_\_\_\_\_ Type: \_\_\_\_\_ State of License \_\_\_\_\_

Have you had any moving violations? Please describe:

Signature: (if signed at different time than below) \_\_\_\_\_ Date: (if different than below) \_\_\_\_\_

**I understand:**

That completing this application does not constitute an offer of employment.

That in connection with the application process, Marion County may conduct a background investigation and request information from my past employers, education institutions, personal references, and any public or private agencies that have issued me either a professional or vocational certification or license. I understand that such investigation may also include, but is not limited to, any criminal records and motor vehicle driving records. I have read Marion County's Applicant Background Checks and Employee Investigation Policy, which I fully understand and which indicates that if Marion County utilizes the services of a consumer reporting agency, the Company follows the provisions of the Fair Credit Reporting Act and will provide a notice to the applicant and request a separate Release of Information form from the applicant.

That I may be required to complete a medical history form and may be required to be examined by a medical professional designated by Marion County at the post-offer stage. I agree that Marion County shall be entitled to receive full and complete reports and records governing any medical or related examinations, and I authorize any and all such doctors, medical examiners, and clinics/hospitals to give to Marion County full and complete reports and records covering such examinations.

That use of illegal drugs is prohibited during employment and that I may be required to undergo and successfully pass a screening for alcohol and/or drugs that is included in a post-offer pre-employment physical examination. I also understand that, if employed, I may be required to submit to an alcohol or drug screening according to state law. I agree that Marion County shall be entitled to receive full and complete reports and records governing any alcohol or drug screening, and I authorize any and all such doctors, medical examiners, and clinics/hospitals to give to this organization full and complete reports and records covering such examinations.

That if I sustain any injury or illness while in the employment of this organization, I agree that Marion County shall be entitled to receive full and complete reports and records governing any medical or related examinations, and I authorize any and all such doctors, medical examiners, and clinics/hospitals to give to Marion County full and complete reports and records covering such examinations, condition, care and treatment related to or resulting from the alleged illness or injury.

That if employment is obtained under this application, I will comply with all rules and policies of the organization. I agree to be responsible for the organization's property and equipment issued to me by the organization until returned by me. I agree to pay for property and equipment not returned, and authorize the organization to withhold an amount equal to the value of the property not returned by me from my final pay.

That this employment application and any other employee related documents are not contracts of employment and that Marion County follows an "employment at-will" policy that an individual who is hired may voluntarily leave employment or may be terminated by the employer at any time for any or no reason. I understand that any oral or written statements to the contrary are hereby expressly disavowed and should not be relied upon by any prospective or existing employee.

That this application will be active for a period of 60 days; after that time, if I wish to be considered for employment, I must submit a new application.

**Smoking Ban Notice:**

Applicants for employment with Marion County are advised that smoking is banned by state law (Iowa Code Chapter 142D) on all Company grounds and in all Company facilities which includes motor vehicles and equipment. Applicants are further advised that their job duties may include entering into areas where smoking is not regulated and where smoking is occurring. (Iowa Code Section 142d.6(2))

I have provided complete and truthful information to Marion County regarding all sources of information about my past employment, education, licensure, certification, criminal conviction record, as well as any other information requested in the employment application, and have been fully informed that any misrepresentations or material omissions concerning such information will be grounds for denying my application, withdrawing any offer of employment, or immediate discharge.

I have carefully read all the statements regarding requests, authorizations, consents and releases and have voluntarily agreed to assist Marion County in evaluating my qualifications for employment and in meeting the business necessity of hiring honest, trustworthy, reliable and non-violent employees who do not pose a risk of serious harm in the workplace.

I understand that with the exception of any credit or investigative reports received under the Fair Credit Reporting Act, all information and documents generated, received or maintained by Marion County during, or as a result of, its investigation will be maintained as confidential information in Human Resources and Marion County will not release such information or documents to me.

\_\_\_\_\_  
Signature of Applicant:

\_\_\_\_\_  
Date:

## **NOTICE OF APPLICANT BACKGROUND CHECKS AND EMPLOYEE INVESTIGATIVE POLICY**

Marion County recognizes the importance of maintaining a safe workplace with employees who are honest, trustworthy, qualified, reliable and non-violent, and do not present a risk of serious harm to their co-employees or others. For purposes of furthering these concerns and interests, before hiring an individual, Marion County reserves the right to investigate the individual's prior employment history, personal references and educational background, as well as other relevant information that is reasonably available to Marion County. In hiring for certain positions, Marion County may review an applicant's credit report and criminal background, if any. Consistent with these practices, all job applicants will be asked to sign a provision form, request, authorization, consent and release of information to Marion County and release form liability for disclosure of information included in Marion County's application form. Consistent with legal requirements, Marion County reserves the right to exclude any applicant from consideration for employment, where the applicant refuses to sign the application form as requested.

In addition, Marion County may occasionally find it necessary to investigate current employees, where behavior or other relevant circumstances raise legitimate questions concerning work performance, reliability, honesty, trustworthiness, or potential threat to the safety of co-employees or others. Employee investigations may, where appropriate, include credit reports and investigation of criminal records, including appropriate inquiries about any arrest for which the employee is out on bail. Employees subject to such investigations are required to reasonably cooperate with Marion County's lawful efforts to obtain relevant information, and may be disciplined up to and including discharge for failure to do so.

All employees are strongly encouraged to immediately report any incidents of potentially threatening, harmful or criminal behavior of co-employees, supervisors, customers, clients or visitors that may negatively affect the safety, security, productivity or financial interests of Marion County or its workplace to Human Resources.

Marion County's separate policies regarding Company Property, Security, Privacy and Searches, and its Drug-Free Workplace Policy, provide further information about Marion County's discretion to investigate employees and mandatory employee reporting obligations. After receiving an offer of employment, any job applicant who wishes to review these policies before deciding whether to accept employment may do so by contacting Human Resources.

**Marion County**

**CONFIDENTIAL INFORMATION**

Not for Interview Purposes – To Be Filled Separately From Application

Date: \_\_\_\_\_

Position(s) applied for: \_\_\_\_\_

Referral Source:

Advertisement     Employee     Relative     Walk-in     School  
 Government Employment Agency     Private Employment Agency

As required, we comply with government regulations including Affirmative Action obligations where they apply.

In an effort to comply with requirements regarding government record keeping, reporting and other legal obligations, we ask that you complete this applicant survey. Your cooperation is appreciated.

Please be advised that your survey is not part of your official application for employment. It is considered confidential information that will not be used in any hiring decision.

(Please Check One)

1. American Indian or Alaskan Native: persons having origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.

2. White, not of Hispanic Origin: persons having origins in any of the original peoples of Europe, North Africa or the Middle East.

3. Black, not of Hispanic Origin: persons having origins in any of the Black racial groups of Africa.

4. Asian, or Pacific Islander: persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.

5. Hispanic: persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

6. Other: (please specify) \_\_\_\_\_

Male     Female     Age

**SPECIAL NOTICE TO VIETNAM ERA VETERANS, DISABLED VETERANS AND INDIVIDUALS WITH PHYSICAL OR MENTAL HANDICAPS OR DISABILITIES:**

Government contractors subject to the Vietnam Era Veterans, Readjustment Act of 1974 and the Rehabilitation Act of 1973 are required to take affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam war, and qualified handicapped individuals.

You are invited to volunteer this information, if you qualify, to assist in proper placement and determining reasonable accommodations. This information will be considered confidential, and refusal to provide this information will not adversely affect your consideration for employment.

IF YOU SO WISH TO BE IDENTIFIED, PLEASE CHECK IF ANY OF THE FOLLOWING ARE APPLICABLE.

Vietnam War Veteran     Disabled Veteran     Handicapped Individual