



Job Description

Job Title: Nurse Family Partnership – Nurse Home Visitor

Department: MCH – Nurse Family Partnership

Location: Alachua, Bradford, Citrus, Columbia, Dixie, Gilchrist, Hamilton, Hernando, Lafayette, Lake, Levy, Marion, Putnam, Sumter, Suwannee, and Union counties within the state of Florida

Employment Type: Full-Time

Salary: \$63,000 - \$67,000; plus benefits

Posting Closes: Open until filled

Apply: <https://tinyurl.com/WF1021>



JOB SUMMARY

The Nurse-Family Partnership (NFP) Nurse Home Visitor is responsible for providing comprehensive nursing services to women and their families eligible for the NFP Program. Nurse Home Visitors (NHV) are pivotal in transforming the lives of vulnerable babies, mothers and families by implementing and maintaining the fidelity of the NFP model. Our goal is that all children are healthy, families thrive, communities prosper, and the cycle of poverty is broken. Nurse home visitors report to the NFP Nurse Supervisor.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The list of essential functions, as outlined herein, is intended to be representative of the tasks performed within this position. The omission of an essential function does not preclude the management team from assigning duties not listed herein if such functions are a logical assignment to the position.

- Deliver evidence-based education, care coordination, and case management services to pregnant and postpartum participants affected by substance use disorders to support positive maternal and infant outcomes.
- Plan, schedule, and conduct home visits in compliance with the Nurse-Family Partnership model.
- Maintain a caseload on average of 25 clients.
- Identify family needs and make appropriate referrals to community resources and services.
- Collect and submit client data accurately and in a timely manner according to program guidelines.
- Maintain client confidentiality and data integrity in accordance with agency policies, professional standards, and program requirements.
- Participate in outreach activities to inform the community about the Nurse-Family Partnership Program.
- Participate in required trainings, staff development activities, and staff meetings.
- Maintain current knowledge of maternal and infant health issues and evidence-based practices.
- Maintain a professional demeanor in appearance, communication, and conduct.
- Perform other duties as assigned and adhere to agency policies, program standards, and supervisory guidance.

KEY ATTRIBUTES AND CORE COMPETENCIES (i.e., Knowledge, Skills, and Abilities for an Employee to Be Successful)

- Excellent written and verbal communication skills, with the ability to communicate effectively, professionally, and compassionately with participants, families, colleagues, healthcare providers, and community partners.
- Strong organizational and time management skills, including the ability to prioritize tasks, adapt schedules, and effectively manage multiple responsibilities in a dynamic environment.
- Demonstrated active listening skills, with the ability to accurately understand participants' needs, concerns, and experiences while fostering trust and engagement.
- Ability to remain calm and organized during challenging situations and provide structure, guidance, and

support during periods of uncertainty, crisis, or change.

- Ability to build and maintain trusting, respectful, and culturally responsive relationships with diverse individuals and families over an extended period.
- Ability to effectively educate and coach participants using evidence-based education, adult learning principles, and strengths-based approaches.
- Ability to receive and apply constructive feedback, engage in reflective practice, and participate meaningfully in reflective supervision to support continuous professional growth.
- Ability to demonstrate self-awareness, and provide nonjudgmental, and family-centered services.
- Demonstrated belief in the capacity of individuals and families to learn, grow, and achieve positive change, with the ability to foster hope, resilience, and self-efficacy.
- Commitment to improving maternal and child health outcomes and advancing public health through compassionate, participant-centered home visiting services.
- Ability to work independently while collaborating effectively as part of a multidisciplinary team.

QUALIFICATIONS

Education and Experience

- A bachelor's degree in nursing required
- Current RN license (in good standing) required
- Current CPR required
- Experience in maternal/child health nursing
- Home visiting experience preferred
- CLC or IBCLC preferred
- Experience with documenting in an electronic data system
- Bilingual or Spanish speaking experience desirable

Driving Requirements

- Must have a reliable vehicle
- Drive throughout assigned service area
- Possess a valid Florida Driver's License (required)
- A safe driving record is required (Driver's License background check will be conducted prior to offer of employment and will be conducted annually for organizational insurance purposes)

Other Requirements

- An FDLE background check and Level II Background Check will be required and may be conducted annually or as required at such times that are warranted and/or that external funders require such a check.
- HIPAA and confidentiality training will be conducted upon hiring.
- Health screening as required by the hospital for credentialing.

WORKING CONDITIONS AND PHYSICAL DEMANDS

- Ability to stand, walk, bend, kneel, stretch, reach, and climb stairs for extended periods.
- Ability to remain in a stationary position approximately 25% of the workday.
- Ability to work in office, home-based, and virtual environments as required.
- Ability to move within office settings to access files, equipment, and supplies.
- Ability to consistently operate a computer and standard office equipment.
- Ability to observe, assess, and focus on detailed information for extended periods.
- Ability to read, interpret, and complete forms and documentation accurately.
- Ability to lift and carry up to 50 pounds.