



Position: Nurse Home Visitor

Family Village Program: Nurse-Family Partnership

Supervisor: Nurse Supervisor

Salary: Starting at \$70,000

FTE: 1.0 (Full-Time)

About Family Village

*This position is part of **Family Village**, a program of The Foundation for Delaware County that unites services like Healthy Start, Nurse-Family Partnership, WIC, El Centro, Fatherhood case management, and other supports to help families thrive across Delaware County.*

Benefits

The Foundation for Delaware County (the Foundation) offers a competitive and comprehensive benefits package to support the well-being and professional growth of our employees, including:

- **Health Insurance:** Choice of two Independence Blue Cross Personal Choice PPO medical plans, each paired with a Medical Expense Reimbursement Program (MERP) through Nonstop Health, covering eligible in-network medical and prescription expenses.
- **Dental and Vision Insurance:** Coverage for routine cleanings, exams, major dental work, and allowances for glasses or contact lenses.
- **Maternity and Parental Leave:** Paid leave for birth and non-birth parents, ensuring time for family bonding and recovery.
- **Retirement Plan:** 403(b) plan with an employer match of up to 4%, with immediate vesting.
- **Income Protection:** Short-term and long-term disability insurance, plus employer-paid life insurance equal to one year's salary.
- **Flexible Spending Accounts (FSA):** Tax-advantaged accounts for healthcare and dependent care expenses.
- **Paid Time Off (PTO):** Generous PTO policy, including rollover options, 10 paid holidays (including Juneteenth and Election Day), and 2 floating holidays.
- **Employee Assistance Program (EAP):** Free, confidential counseling and support for legal, financial, and personal challenges.
- **Workplace Flexibility:** Hybrid work arrangements and telecommuting options to support work-life balance.
- **Professional Development:** Access to ongoing training opportunities, including certification support and

continuing education.

- **Voluntary Benefits:** Additional coverage options, including accident, critical illness, hospital indemnity, and whole life insurance.

Responsibilities

The Nurse-Family Partnership (NFP) Nurse Home Visitor provides comprehensive community health nursing services to pregnant and postpartum clients and their families who are eligible for the NFP Program. Nurses maintain the highest standards of clinical nursing practice, adhering to the NFP model and to the policies, procedures, and standards of The Foundation for Delaware County.

Clients are enrolled during pregnancy, and home visits continue until the child reaches two years of age. The Nurse Home Visitor provides education, screenings, support, and referrals to help women and teenagers achieve their targeted goals. Caseloads typically consist of 25 or more clients.

The Nurse Home Visitor will:

- Deliver individualized nursing care and health education to clients and families.
- Conduct assessments, screenings, and interventions to support maternal and child health.
- Establish trusting, therapeutic relationships with clients through regular home visits.
- Collaborate with clients to set and achieve goals related to parenting, self-sufficiency, and child development.
- Document all care and interactions accurately and in a timely manner, following NFP and Foundation standards.
- Participate in weekly in-person team meetings, case conferencing, and reflective supervision.
- Complete all NFP-required education and training.
- Collaborate with healthcare providers, social services, and community partners to support client needs.
- Maintain strict confidentiality and uphold professional nursing and ethical standards.

Although nurses work independently with clients in clients' homes, and must be self-motivated, NFP takes a team approach to supporting our nurses. For more information about this unique public health nursing opportunity, please visit: <https://www.nursefamilypartnership.org/nurses/>

Qualifications

- Bachelor of Science in Nursing (BSN) required.
 - Current Registered Nurse (RN) license in Pennsylvania, in good standing.
 - Current CPR certification required.
 - Current Pennsylvania Child Abuse Clearance required.
 - Minimum of two (2) years of recent experience in maternal/child health, substance abuse treatment, public health, or mental/behavioral health nursing preferred.
 - Home visiting experience preferred.
 - Excellent written and verbal communication skills.
 - Proficient computer and data entry skills required.
 - Reliable transportation and valid driver's license required to travel within Delaware County and the surrounding region. Mileage reimbursement provided at the approved IRS rate.
 - Ability to work a flexible schedule, including occasional evenings and weekends.
 - Fluency in Spanish preferred.
-

Physical Requirements

- Ability to sit and drive for extended periods while traveling to client homes.
 - Ability to carry and move supplies weighing up to 25 pounds.
 - Fine motor skills required for typing, writing, and data entry.
-

Mandate

All employees are required to obtain an **annual influenza vaccination** during flu season.

As an organization with public health programs, The Foundation for Delaware County is committed to protecting the safety of our clients, our community, and our staff by doing all we can to reduce the impact of influenza.

Equal Opportunity Employer Statement

The Foundation for Delaware County is an Equal Opportunity Employer with a culture of high performance and continuous improvement that values learning and a commitment to quality. We use a supportive and collaborative approach in both our internal operations and throughout our work with community partners in Delaware County.

Additional Information

This position is grant-funded and contingent upon grant funding. In the event that grant funding is exhausted, the position may be reduced in hours or eliminated.

Application Instructions

Interested applicants should send a resume and cover letter to:

HumanResources@delcofoundation.org