



## **Promotor(a) de Salud**

FLSA Status: Non-Exempt; hourly

Job Classification: Community Health Worker

Regular position: Full-time

Reports to: Program Coordinator

Salary: Based on experience

Grade: 2 – 4

### **Essential Functions**

- Provides peer health education and support to the families within designated areas.
- Performs all functions and activities within the guidelines and philosophy set forth in MHP Salud's Strategic Plan, policies, mission, goals and vision.
- Participates as a member of various teams as needed.
- Actively participates in, and successfully completes, training provided by MHP Salud and other agencies.
- Provides peer health education through individual encounters and home visits to assess client needs and concerns as they relate to their family, their community and their health and provide health information and education.
- Plans and leads group sessions and discussions on assigned health topics.
- Plans and organizes health fairs and other public events.
- Makes referrals to family support, health, and social services agencies in area and follow up with individual to ensure they receive needed services.
- Reduces stigma and other barriers to initiating or continuing health care by providing good information to both community members and health care providers.
- Develops relationships with local health care and social services providers and provides them with trainings or information to help them better serve the community.
- Represents organization in meetings with providers, clients, and others.
- Participates in networking and collation meetings that address the concerns of the assigned program area.
- Attends conferences as directed and/or assigned.
- Assists in completing other program goals and requirements.
- Coordinates activities as directed

## **Knowledge, Skills and Abilities**

- Ability to communicate easily with others, including demonstrating active listening skills.
- Demonstrate group facilitation skills.
- Demonstrate flexibility in addressing changing community needs and program environment.
- Ability to maintain confidentiality.
- Ability to navigate the social service system and advocate for others.
- Ability to work independently and as part of a team.
- Demonstrates initiative and good judgment in work.
- Displays empathy, respect, and understanding of community resources, programmatic goals, and understanding of organizational values and processes..
- Experience in community work, education, health care, or related field preferred.

## **Required Education and Experience**

- Knowledge and /or part of community served.
- Read, write, and speak Spanish and English strongly preferred; fluency in spoken Spanish required.
- Community Health Worker (CHW) State of Texas Certification is preferred.
- Information Technology skills such as: Laptops, Smartphones, Internet/online application systems, Microsoft Office, etc.
- Reliable transportation, valid driver's license and insurance required.
- TB test must be current.

***MHP Salud Job Classification  
as of January 2017***

| <b>Job Class</b>                   | <b>Job Grade</b> | <b>Positions within</b>     | <b>Defining Responsibilities</b>  | <b>Pay Range</b>   | <b>Required Education/<br/>Experience</b>   |
|------------------------------------|------------------|-----------------------------|---|--------------------|---|
| <b>Hourly Non-Exempt Employees</b> |                  |                             |   |                    |   |
| Community Health Workers           | Grade 4          | CHW/Promotores(as) de Salud | Responsible for Individual Encounters, Group Trainings; referrals, community resource identification, health education, connecting with community; recruiting for education-based events. | \$18.00-18.99      | 6 plus years of experience as a Community Health Worker with a same or similar skill set as an MHP Salud CHW.   |
|                                    | Grade 3          | CHW/Promotores(as) de Salud | Responsible for Individual Encounters, Group Trainings; referrals, community resource identification, health education, connecting with community; recruiting for education-based events  | \$17.00-17.99/hour | 2-6 years of documented relevant experience working as a Community Health Worker with a same or similar skill set as an MHP Salud CHW.  |
|                                    | Grade 2          | CHW/Promotores(as) de Salud | Responsible for Individual Encounters, Group Trainings; referrals, community resource identification, health education, connecting with community; recruiting for education-based events  | \$16.00-16.99/hour | Less than two years of documented relevant experience (CHW, social services or other areas) in the same or similar skill set as an MHP Salud CHW; meets job requirements and possess qualities of a CHW |