



Job Posting

Enhanced Home Visitor (2 positions):

1 Full-time, Regular Position

1 Full-time, Temporary (12 month Parental Leave Coverage)

In your application please clearly indicate if you wish to be considered for the regular position, the contract position, or both.

The North Grove is committed to building an equitable and diverse team that is reflective, at all levels, of the community we serve. We welcome all applications; however, we strongly encourage applications from Mi'kmaq, African Nova Scotian, Black, Indigenous/First Nation, racialized, newcomer, 2SLGBTQIA+ candidates, and candidates with disabilities. All candidates from equity-deserving groups are encouraged to self-identify in their application.

About The North Grove:

The North Grove (www.thenorthgrove.ca) is a dynamic community hub, situated in the diverse community of Dartmouth North. We offer services, programs, and space for people to learn and connect through family support, food, and friendship. We also partner with more than 26 other organizations to help improve health, reduce social isolation and strengthen connections in this community.

The North Grove team is made up of 31 staff and more than 170 community volunteers. Collaboration, creativity, and community-centered decision making are important to us.

Diversity, equity, inclusion, and belonging (DEIB) are central to our work and as a team we have committed to a DEIB framework that includes ongoing learning opportunities, policy development, and partnership work.

Learn more about our DEIB commitment here:

<https://www.thenorthgrove.ca/deib>

Our approach is rooted in strengths-based practice. This practice sees all members of our community as having resourceful and resilient qualities and strives to support individual self-determination. We seek applicants who share our commitment to working within this model.

The Opportunity

6 Primrose Street, Unit 115
Dartmouth, NS, B3A 4C5
902-464-8234 | thenorthgrove.ca

We are looking for one full time Enhanced Home Visitor and one Enhanced Home Visitor (parental leave cover position) to join our team and to work within The Enhanced Home Visiting (EHV) program in the Dartmouth area. The EHV program is a partnership program between The North Grove and Public Health. Enhanced Home Visitors are employed by The North Grove and use our center as a base from which to travel to visit families in their homes and deliver early years curriculum as mandated by Public Health.

Enhanced Home Visitors are an essential member of an inter-disciplinary, collaborative Public Health team responsible for the delivery of programs and services according to NS Public Health Standards and Protocols. Enhanced Home Visitors work with families during the prenatal, postpartum, and early childhood period and focus on families who are potentially vulnerable or at risk of poor child health and development outcomes. Enhanced Home Visitors use a family-centered, strengths-based approach to deliver the EHV Program, and work collaboratively with the Public Health Early Years team to ensure quality case management and service delivery.

Our ideal candidate for these positions is someone who thrives on connecting with people, and is passionate about the critical early stages of parenting and child development.

Reporting Structure: The Enhanced Home Visitor will report to the Home Visiting Coordinator at The North Grove. The Enhanced Home Visiting Team at The North Grove will work in close partnership with Public Health to deliver the Enhanced Home Visiting Program.

Hours: 37.5 hours, Monday to Friday, with occasional evening and weekend work as required.

What you will do:

- Deliver the Enhanced Home Visiting Program under the direction of the EHV Coordinator using the prescribed *Growing Great Kids (GGK)* curriculum and other home visiting training tools.
- Help families identify and use their strengths and personal assets to manage stress, problem-solve, and learn about healthy parenting skills that support healthy child development.
- Co-facilitate group sessions as per GGK curriculum.
- Encourage parents to build social support networks and links to community resources including legal, medical, and financial assistance, housing, employment, transportation, assistance with moving/relocation, day care and other referral services.
- Contribute to program development, implementation and evaluation as required
- Develop and maintain professional contacts who can provide relevant information and resources.

- Understand and apply inclusive approaches with people from diverse cultural, socio economic and educational backgrounds, persons of all ages, abilities, gender identities, health status, sexual orientation and other identities.
- As a member of the North Grove team, participate in broader activities that support the organization: special events, program support, and advancing our commitment to DEIB.

Eligibility: To be eligible for this position, you must have:

- *A minimum of two-year post-secondary education in human services, early childhood education, social sciences or a related discipline, as required by Public Health.*
- *A valid Nova Scotia Drivers' License and ownership of a reliable, insured vehicle.*
- *A satisfactory criminal record, vulnerable sector and child abuse registry check, to be completed at time of offer.*

What you will bring:

- At least one year of experience working with children and families, especially those who face systemic barriers
- Knowledge of and ability to link with community resources
- Experience in parenting, and/or working with young children and families
- Knowledge of child growth and development/early child development
- Strong ability to work independently and manage time and caseload effectively, and ability to take direction and work in a team when needed.
- Ability to be culturally sensitive/safe, respectful, non-judgmental, patient and understanding
- Good oral and written skills; excellent interpersonal skills in individual and group settings
- Excellent ability to use solution-focussed problem-solving strategies
- Familiarity with the diverse neighbourhoods within the broader Dartmouth community, living and/or working in, is considered an asset

We encourage you to check out our social media platforms and website for more about who we are and the kind of communications we share.

What We Offer:

Staff wellbeing is prioritized, and we provide training opportunities, employer-paid medical/dental benefits from day one, 4% employer-paid RRSP contribution after probation, 4 weeks of paid vacation, all statutory holidays, paid sick time and 4 personal days. A computer and telephone are provided. This position is based in Dartmouth, however there is the opportunity to do some work at home.

Salary range: \$46,350-\$56,650 annually, based on our compensation policy.

The Selection Process – What to Expect:

Shortlisted candidates will be invited to a telephone interview to go over the basics of the position, get a high-level understanding of your experience and answer any questions you may have. Following the telephone interviews, a handful of candidates will be invited to an in-person interview at The North Grove, followed by a second round if required. Candidates are encouraged to submit any accommodation requests to the email below. Everyone who applies for this position will receive an email update from The North Grove within two weeks of the application deadline.

How to apply: To apply, please send a cover letter and resume in one document by email to Naomi Samela, Operations Manager, at careers@thenorthgrove.ca under the subject line: Application for Enhanced Home Visitor, by Monday May 26th at 9am.

In your application please clearly indicate if you wish to be considered for the regular position, the contract position, or both.