



Job Title:	Lead Nurse Trainer and Nurse Home Visitor
CCFH Program:	Family Connects Durham
Location:	Durham, NC
Position Type:	Full-Time

JOB DESCRIPTION

Occupational Summary:

Family Connects International is the expansion of a community-wide nurse home visiting program developed in Durham, NC, for parents of newborns, regardless of income or socioeconomic status. The mission is to increase child well-being by bridging the gap between parent needs and community resources.

This position serves as the lead nurse trainer for the national dissemination of the Family Connects program, involving training in Durham and nationally, travel to dissemination sites for on-site audits and quality assurance, and regular consultation with sites implementing the Family Connects program. The position involves collaborating with Family Connects International in Durham with a team approach to a Family Connects dissemination model that emphasizes community alignment, the nurse home visit protocol, and program monitoring with a shared database that documents the visit and provides the data for assessing program performance. Experience in or openness to training in implementation science and protocol-driven practice is critical to this position. Flexibility for 2 to 4 days’ travel several times/year (estimated 40-60 days/year) to other sites is essential for the dissemination training role.

To maintain training expertise, the position also involves practice in the Family Connects Durham program, providing home visits to families with newborns in Durham County. The goal is to support and assess family needs in 12 domains of physical and psychosocial well-being and facilitate referrals and connections to community agencies to support families in these areas. Ability to communicate effectively with others and nursing experience in maternal/child health, home visiting, and lactation education is desired. Fluency in Spanish desired but not required. Home visits in Durham will be assigned on a regular basis, respecting the priority of dissemination activities.

Work Performed:

Dissemination Specialist/Lead Trainer (approximately 80%)

- Provide training and quality assurance in the Family Connects home visiting model with expertise in implementation science and focus on nurse training and continuing education
- Use and train in a cascading model for dissemination to other sites
- Collaborate with the Family Connects International team
- Apply principles of community alignment and data and monitoring to dissemination practice
- Utilize web-based communication and training methodologies as used by the team
- Provide on-site audits for program implementation in dissemination sites
- Sustain ongoing consultative and coaching relationships with dissemination sites
- Document consultation and training contacts with dissemination sites
- Participate in continuing education and implementation science training, as needed
- Work cooperatively as an active member of the Family Connects International and Family Connects Durham teams by attending team meetings, clinical supervision, staff meetings, and other meetings as required.



Nurse Home Visitor (approximately 20%)

- Provide a limited number of home visits in Durham to maintain and enhance skills as well as respond to the clinical need in Durham
- Provide comprehensive assessments of mother and baby to determine well-being and service needs
- Engage with families to establish a support plan with goals, objectives, and activities to address family strengths and needs
- Work with team and community partners to ensure appropriate referrals and connections to community resources as needed
- Apply clinical and developmental knowledge to help families improve parenting skills, increase supports, reduce stress, and address other needs
- Respond to client needs through flexible scheduling, including occasional evening or weekend home visits
- Document all visits per FC policies and communicate with community partners regarding medical and resource needs in a timely manner.

Required Qualifications At This Level

Education/Training:

- B.S. degree in nursing with NC RN license, or B.A. degree in another field with NC RN license, or A.S. degree in nursing with NC RN, and at least one year of relevant nursing experience
- Must have and maintain current or compact licensure in the state of North Carolina
- Must maintain current CPR certification

Experience:

- Training/teaching experience highly desirable
- Interest in and commitment to dissemination of the model in a manner compatible with implementation science
- Preferred skills include: (a) one or more years' experience in maternal/child health, public health, home visiting, or other related field; (b) clinical experience related to domestic violence, substance abuse, and/or depression (c) knowledge of implementation science; (d) Certified Lactation Educator or Consultant; and (e) Spanish language proficiency

Skills:

- Capacity to travel nationally several times per year for 2 to 4 days for each on-site visit
- Effective time-management, organization, and multitasking skills; ability to work autonomously
- Ability to work in a team with clinical and non-clinical staff
- Ability to work with culturally diverse populations
- Ability to work with Family Connects International National Service Office leadership and nurse supervisor to implement a practice improvement and clinical development plans
- Computer proficiency (including familiarity/experience with Microsoft Office suite, database/electronic medical records, and web-based communication technologies) and comfort using laptops as part of in-home assessment and intervention
- This full-time position requires the flexibility to work late afternoons and weekends when needed for travel or home visits in Durham. As an exempt position, there is not overtime allowed for excess of 40 hours/week.

The above statements describe the general nature and level of work being performed by individuals assigned to this classification. This is not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.



Physical Requirements:

- Primary responsibilities are performed in an office setting in a seated position and in a home setting, sometimes sitting on the floor
- Frequent driving for home visits sometimes in outlying areas
- Regular kneeling, bending, and sitting on the floor to engage in assessments with infants and families
- Ability to exert physical effort in light to moderate work including lifting and carrying of books, home visiting supplies (laptop, infant scale, etc.), and other materials weighing up to 20 pounds may be encountered in performing essential functions; occasional lifting up to 50 pounds
- Ability to perform duties in an active environment with changes in climate and noise level.

Must have a valid North Carolina driver's license and an automobile for use in making home visits.

CCFH is committed to building a culturally diverse team. We strongly encourage minority candidates to apply.

APPLICATION INFORMATION

Please email resume and letter of interest to Arladean Arnson via email at arladean.arnson@duke.edu (subject line: Lead Nurse Trainer Position).

For additional information on the Center for Child & Family Health or the Family Connects Durham program, please see the CCFH website at www.ccfhnc.org