

Hospital-Integrated Community Health Worker

Location: Valentine, Nebraska

Position Host Site: Cherry County Hospital and some off-site work within NCDHD district.

Status: Full Time-40hrs/week

North Central District Health Department (NCDHD) is seeking a Community Health Worker (CHW) to work closely with the local hospital and clinic partners to support patient care coordination and chronic disease management. This role serves as a bridge between clinical settings and the community, assisting patients in navigating services, addressing social determinants of health, and promoting healthy behavior change.

In addition, the CHW will provide support at local WIC and immunization clinics on the western side of the NCDHD district, helping ensure coordinated service delivery and improved access to preventative care.

This position is part of the Rural Health Transformation initiative and plays a key role in strengthening healthcare-community integration. CHWs serve in a non-clinical, relationship-centered role focused on prevention, health promotion, and addressing social determinants of health.

Education and Experience: High School Diploma or GED required. Associate or bachelor's degree, or relevant experience in public health or community work a plus.

NCDHD offers a robust cafeteria plan to include retirement, dental, Aflac, Paid Time Off, and health insurance stipend benefits to help cover premiums. Employees have the opportunity to work with experts to navigate private health insurance options.

Interested candidates are encouraged to contact our office to learn more, and submit a cover letter and resume to:

Elizabeth Parks, Assistant Director

elizabeth@ncdhd.ne.gov

402-336-2406

About the Department

North Central District Health Department's Mission is "to promote and protect the health and wellness of our communities". NCDHD has a primary responsibility to help address the basic health and wellness of NCDHD residents. The department offers services in various capacities throughout our district.

North Central District Health Department
Location: 422 East Douglas Street
Job Title: Hospital-Integrated Community Health Worker
Reports to: Executive Director/Community Health Manager
Scope of Authority: This position does not have supervisory responsibilities
Status: Full Time-40 hrs/week, non-exempt
Location: Valentine, NE- hosted site: Cherry County Hospital
JOB SUMMARY
<p>The Hospital-Integrated Community Health Worker (CHW) serves as a vital link between clinical care and the community, supporting patient care coordination, chronic disease management, and prevention efforts. This role collaborates closely with hospital and clinic partners to help individuals navigate services, address social determinants of health, and promote sustainable health behavior change. The CHW also supports WIC, immunization, coalition efforts, and other community-based programs offered by NCDHD to improve access to care and strengthen public health integration across the western counties.</p> <p>This position acts as a trusted liaison between NCDHD and the communities it serves, building meaningful relationships to improve health outcomes. The CHW engages diverse populations through education, resource connection, and ongoing support, delivering culturally responsive interventions and empowering individuals to make informed health decisions while advocating for community needs.</p> <p>NCDHD offers a unique and flexible benefits structure. In addition to salary, employees receive an additional benefits stipend that can be directed toward retirement, taxable income, Aflac, health savings accounts or other benefit options. This position's core hours are Monday through Friday, 8:00am – 4:30pm. Some circumstances may require travel and duties outside of normal business hours such as public events, clinics, public health emergencies and/or non-emergency meetings.</p>
DUTIES AND RESPONSIBILITIES
<p><u>Patient Navigation & Care Coordination</u></p> <ul style="list-style-type: none"> • Conduct initial in-person assessments to identify patient needs related to social determinants of health (SDOH), chronic disease risk, and barriers to care. • Provide structured follow-up support (in person, phone, video, or electronic communication) to reinforce education, monitor progress, and support goal achievement. • Guide patients through a defined service pathway, including enrollment, engagement, and “graduation” upon improvement, with continued support as needed. • Assist individuals and families in navigating healthcare services, community resources, and public assistance programs (e.g., ACCESSNebraska). <p><u>Chronic Disease Prevention and Wellness Support</u></p> <ul style="list-style-type: none"> • Deliver education and coaching on chronic disease prevention (e.g., hypertension, obesity, lifestyle behaviors). • Conduct basic wellness assessments (e.g., blood pressure screening, height/weight measurements) per established protocols. • Support development and implementation of targeted education initiatives based on community health priorities. • Reinforce goals on preventative care, medication adherence, and healthy lifestyle changes through ongoing engagement. <p><u>Referral Network Development & Management</u></p> <ul style="list-style-type: none"> • Support the development and coordination of referral network connecting hospital partners, NCDHD programs, and community resources.

- Initiate and track referrals addressing SDOH needs (e.g., housing, food access, transportation).
- Maintain communication with referral partners to ensure timely follow-up and service delivery.

Data Collection, Reporting & Program Evaluation

- Accurately document patient interactions, services provided, and outcomes designated systems (e.g., EMR)
- Assist in compiling, analyzing, and summarizing program data for internal and external reporting.
- Share trends and outcomes with hospital partners and NCDHD leadership to inform care strategies and program improvements.
- Participate in quality improvement efforts to evaluate program effectiveness and outcomes.

Clinical & Program Support

Provide non-clinical support within hospital and health department settings, including:

- Vaccine clinic support (e.g., scribing and patient flow coordination)
- WIC clinic assistance (clerical support and participant coordination)
- Wellness programming and screening support
- Collaborate with clinical teams to enhance care coordination while maintaining a non-clinical scope of practice.

Community Engagement & Public Health Integration

- Participate in Community Health Assessment (CHA) and Community Health Improvement Plan (CHIP) activities.
- Attend and contribute to local coalition meetings and community partnerships.
- Promote NCDHD programs and services within hospital and community settings.

Collaboration & Integration

- Work collaboratively across NCDHD and hospital systems to ensure seamless service delivery.
- Coordinate with supervisors and partners to align priorities, workflows, and expectations.

Other duties as assigned.

QUALIFICATIONS

KNOWLEDGE, SKILLS & ABILITIES

- Ability to maintain confidentiality and exercise sound judgement in all aspects of work.
- Strong communication skills, including the ability to listen, comprehend, and effectively convey information both verbally and in writing.
- Willingness to learn of public health principles, prevention strategies, and community health resources, including an understanding of cultural, social, and economic influences on health.
- Ability to apply public health practices within the community and support positive health outcomes,
- Ability to build and maintain collaborative relationships with team members, partners, and diverse populations.
- Ability to remain objective, professional, and supportive when working with individuals and community groups.
- Strong organizational skills, including the ability to prioritize tasks and meet deadlines.
- Proficiency in basic computer applications, including Microsoft Office.
- Demonstrate cultural awareness and sensitivity when working with diverse populations.
- Bilingual (English/Spanish) skills are beneficial but not required.

EDUCATION/EXPERIENCE

- High School Diploma or GED.
- Prefer lived experience within the community to build easy relationships.
- Associate or bachelor's degree, or relevant experience in public health or community work a plus.
- Willingness to start Community Health Worker training and certification.

- Participate in additional trainings opportunities to include but not limited to: motivational interviewing, health coaching, blood pressure monitoring, chronic disease self-management (e.g., Living Well).
- Complete onboarding across both NCDHD and hospital systems, including EMR access and workflows.

WORKING CONDITIONS

- Travel within the local 9-county service area is routinely required, with occasional regional, statewide, or national travel for collaboration and training. Some travel may occur outside normal business hours. Limited evening or weekend hours may be required for special events or emergency response. Personal vehicle will be required for most travel with mileage reimbursement provided. Access to an NCDHD vehicle may be provided.
- This position operates in a smoke-free and drug-free work environment.
- Overtime or additional hours, including evening and weekends, may be required based on program needs or public health response.
- Approximately 70% of the role is office/hospital based, involving prolonged sitting or standing and use of computers and office equipment. The position may also require standing for extended periods at community events.
- Must be able to lift up to 35 pounds and perform light physical activity as needed.
- Work may occur in office, clinical, and community settings, including environments with frequent interruptions and public interaction. Community-based work may involve exposure to varying weather conditions, travel-related risks, communicable diseases, and other environmental factors.
- All employees may be called upon to respond to public health needs or emergencies. Employees must be able meet the physical demands of emergency response activities, including being fit-tested for and wearing a NIOSH-approved N95 respirator.

CERTIFICATIONS, LICENSES, AND REGISTRATIONS

- Valid driver's license.
- This position qualifies for non-exempt status as defined in the Fair Labor Standards Act.
- This position is an at-will position and there are no contractual rights to employment. NCDHD requests that any employee who chooses to resign his or her employment provide a 30-day notice.
- The most current job descriptions are scanned and saved in PDF format in the shared drive. The employee will sign and acknowledge that he/she has read the job description, has been given the opportunity to ask questions and have his/her questions answered.

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