



Job Title: Community Health Worker
Reports to: Assistant Director of Nursing
Position Type: Permanent Part-time
Pay Grade: 2
Location: County Office TBD

Job Summary:

The Community Health Worker (CHW) is a certified frontline public health professional who provides preventative health services to prevent disease, disability, or other health condition or their progression for an individual with a chronic condition or at risk for a chronic condition who is unable to self-manage the chronic condition or for an individual with a documented barrier that affects the individual's health.

Duties and Responsibilities:

Preventative Health & Chronic Condition Support

- Provide evidence-based preventative health services to individuals with chronic conditions or those at risk.
- Support clients who are unable to self-manage their chronic condition or who have documented barriers impacting health.
- Deliver services strictly within the CHW scope of services, including care coordination, health system navigation, resource coordination, health promotion and coaching, and health education

Care Plan Implementation

- Deliver services under a care plan ordered by a licensed physician, PA, RN, APRN, dentist, pharmacist, or psychologist.
- Document all activities in alignment with Medicaid and organizational requirements.

Client Engagement & Support

- Build trusting relationships with clients, families, and caregivers.
- Identify barriers to health (transportation, literacy, housing instability, food access, etc.) as allowed under rulemaking.
- Provide culturally appropriate education and coaching.

Collaboration & Communication

- Work closely with interdisciplinary care teams.
- Communicate client progress, challenges, and needs to supervising clinicians.
- Maintain accurate, timely documentation.

Requirements:

- High school diploma or equivalent; additional education in health, human services, or related fields preferred.
- Experience working with diverse populations or individuals with chronic conditions.
- Strong communication, relationship-building, and problem-solving skills.
- Ability to work within defined scope of practice and follow care plans ordered by licensed providers.
- Access to a reliable vehicle for traveling in rural North Dakota, valid driver's license, and auto insurance that covers work travel.
- **Obtain certification as a Community Health Worker** from North Dakota Health and Human Services within 2 years of employment date and maintain active certification and recertification.

Preferred Qualifications:

- Experience in community outreach, health education, or care coordination.
- Knowledge of North Dakota Medicaid programs and community resources.
- Familiarity with rural health challenges, tribal communities, or frontier public health settings.

Physical Requirements:

- Work may occur in homes, clinics, community settings, or remotely.
- Requires local travel within North Dakota communities.
- May include evening or weekend hours depending on client needs.