



## Health Systems and Family Resilience Program Officer

First 5 Orange County

Reports to the Vice President of Health Systems and Family Resilience

Salary Range: \$95,000-\$120,000

In Office Location: Santa Ana, CA

Apply: On or before April 17, 2024

## About First 5 Orange County

We envision an Orange County in which all children reach their full potential. The groundwork for this vision is set during a child's earliest years. First 5 Orange County partners with many organizations working toward creating and maintaining an early childhood system that families experience as a seamless network of care.

Since our inception 25 years ago, First 5 Orange County has become a leading convener and collaborator, as well as a valued capacity builder and funder of best practices with an emphasis on elevating equity. In these roles, we offer the community deep expertise on the importance of early childhood in human development and the conditions that children and families need to thrive.

## What you will do

Reporting to the Vice President of Health Systems and Family Resilience, this position helps develop the vision for First 5 Orange County's Home Visiting work and then works to see this vision come to fruition.

You must be passionate about improving the systems of care for families with young children. We need someone who can be a strong convener, coordinator, and bridge builder among the various system stakeholders in Orange County. In the community, you will be a voice for early childhood, promoting early intervention and building other champions for very young children and their families.

You will explore data, identify gaps, develop quality assurance and improvement plans for both individually funded agencies as well as countywide systems building collaboratives. Assisting in the identification of shared goals, measurement and specific work efforts that will lead to significant improvements in the way families experience services and the outcomes of those services. Equally important is consistently moving all organizational work towards greater equity for Orange County's children and meeting the needs of the most underserved through its investments, collaborations, and communications.

You will manage the Home Visiting Program, including the development and implementation of Quality Improvement and Quality Assurance processes to assess and improve the performance of service providers. This includes developing policies and procedures, conducting site visits, and ensuring fidelity to program models.

You will design new programs that are complimentary or expand the impact of home visiting and are based on community identified needs. Additionally, you will identify opportunities for sustainability and support and ensure outreach strategies are culturally competent and build on knowledge and partnership with communities.

You will develop programmatic scopes to reach incarcerated women and/or foster youth who are pregnant or have young children, ensuring that services are tailored to meet their unique needs.



You will manage families referred by the Social Service Agency to the appropriate outreach and or direct service and ensure the connection of the referred family.

Included in this work is building a Home Visiting System utilizing population-level data analysis and a deep understanding of the community landscape to identify emerging issues and opportunities.

You will work closely with members of the Learning and Community Engagement team and other staff members from the Health Systems and Family Resilience team for programmatic planning and service deployment and cross team coordination and collaboration, to optimize impact for families and the organization's resources.

This work requires a commitment to be a team player, collaborative, mission-oriented and caring with a willingness to do whatever it takes to get the job done. First 5 Orange County has a relatively small staff, so sometimes it requires everyone to pitch in on day-to-day tasks.

### Experience you will possess

- At least 7-10 years managing projects and teams in complex public or private environments, including data analysis and evaluation.
- Bachelor's degree in a related field such as psychology, child development, social work, health, and human services required or commensurate equivalent work experience.
- Master's degree in Public Administration, Early Childhood Development, Social Work, Public Policy, or related field preferred.

Benefits include competitive compensation, incentive programs, full suite of health and wellness benefits, and Orange County Employees Retirement System.

Equal Opportunity: First 5 Orange County is an at-will and equal opportunity employer and seeks to employ and assign the best qualified personnel in a manner that does not discriminate based on race, color, religion, gender, marital status, age, national origin, physical or mental disability, sexual orientation, veteran/reserve and National Guard status or any other status or characteristic protected by law.