

Community Health Worker (West TN)

About Rural Health Association of Tennessee:

RHA is a 501(c)3 non-profit with the mission to lead the way for a healthy Tennessee through partnerships, advocacy, education, and resources. We are a member-led, staff-driven organization committed to making Tennessee among the healthiest states in America.

Position Description:

The Community Health Worker (CHW) will support patients and community members by providing culturally competent health education, screening for mental health and social needs, and connecting individuals to services and resources. The CHW reports to the LCSW and will be part of a collaborative team of internal and external partners. This position is part of the U.S. Department of Labor-registered apprenticeship program in partnership with Vanderbilt School of Nursing and includes both on-the-job training and formal instruction.

Position Responsibilities:

- Conduct screenings for mental health and Social Drivers of Health (SDOH) such as food insecurity, housing, and transportation needs.
- Provide health education and coaching to patients on chronic disease prevention, medication adherence, nutrition, tobacco cessation, and other wellness topics.
- Assist patients with scheduling and connecting to telehealth appointments with the LCSW or other providers.
- Serve as a liaison between patients, clinics, and community service agencies.
- Assist with daily operations of the Rural Health Resource Center, including food pantry, diaper bank, and health enrollment services.
- Maintain accurate inventory and documentation of resource distribution.
- Coordinate with clinic-based CHWs to fulfill resource requests and share best practices.
- Participate in and lead community outreach events, workshops, and training sessions.
- Complete the CHW Apprenticeship program through Vanderbilt School of Nursing, including 2,000 hours of on-the-job training and 144 hours of instruction.
- Participate in ongoing supervision, case reviews, and skills development with the LCSW and Workforce Development Specialist.
- Support the development of best practices, workflows, and training for CHW.
- Become an expert on Tennessee Community Compass to support training, outreach, and onboarding of community-based programs into the resource directory.
- Maintain accurate, timely documentation in reporting systems.
- Submit monthly reports to the Rural Health Resource Center Manager and project evaluator.
- Other duties as assigned.

Travel Requirements – Up to 30% Time

- In-State travel is required for RHA's Annual Conference, Regional Events, and meetings with various stakeholders such as health councils and chamber meetings.
- Regular travel to practice sites in Carrol, Benton, Weakly, Gibson, Henry, and Decatur Counties.

Qualifications:

- High school diploma or equivalent required; associate or bachelor's degree in public health, social services, or a health-related field preferred.
- Lived experience in a rural or underserved community.
- Willingness to complete CHW training and certification as required.
- Ability to travel within the service area and work occasional evenings or weekends for outreach events.

Required Skills

- Strong interpersonal, communication, and problem-solving skills.
- Comfortable use of technology, including EHR platforms, telehealth systems, and reporting software.

Preferred Skills:

- Knowledge of EHR platforms, telehealth systems, and reporting software.
- Experience speaking in front of small to mid-size audiences.

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to lift 15 pounds at times.
- Ability to travel within service area.

Additional Information:

- Starting salary is \$40,000; \$45,000 after completion of Apprenticeship.
- Hybrid position – 3-4 days/week in office (RHA and/or Practice Sites)
- 37.5-hour work week, Monday – Friday, option to start/end day one hour early/late.
- 18 paid holidays, generous PTO based on tenure.
- 100% employee health insurance option, Teladoc subscription
- \$50/month home office stipend; one time \$500 home office stipend after successful completion of 90-day introductory period
- \$500 annual professional development stipend
- Positions and benefits are subject to change based on funding availability/requirements.
- Travel to meetings and events is reimbursable.

Application Instructions:

- Interested candidates may submit a via RHA's job board: <https://rhat.mcjobboard.net/jobs>
- All positions are subject to a minimum of a 90-day introductory period, at which time the employee performance will be reviewed. Option to extend the introductory period if the employee and/or the employer do not feel they've had sufficient time to determine if the employee and job are appropriately matched.

RHA is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, age, protected veteran status, disability status, or any other characteristic protected by law.