



PERINATAL SUPPORT  
WASHINGTON



**Hummingbird**  
INDIGENOUS FAMILY SERVICES

## **Parent Resilience Specialist (PRS) Serving Indigenous Families**

### ***About the Organizations***

Perinatal Support Washington (PS-WA) supports the emotional wellbeing of people preconception through postpartum (up to 2 years) who are at risk or currently experiencing mental health needs.

As a statewide nonprofit dedicated to perinatal mental health, we believe all parents should receive appropriate, timely, and culturally relevant care.

Our direct service programs are designed to provide specialized perinatal mental health services so that no parent goes without the mental health support they deserve. We offer short term and long term peer support, clinical therapy, support groups, and more. PS-WA is committed to making our care system stronger; we have a robust training and consultation program for professionals to fill the gaps in care for parents and help re-envision what the perinatal mental health field could be.

Perinatal Support Washington is a parent-friendly, mental health friendly workplace. We offer great benefits and flexible work schedules.

Hummingbird Indigenous Family Services Our mission is healthy Indigenous babies being born into healthy Indigenous families being supported by healthy Indigenous communities. At Hummingbird Indigenous Family Services, we believe that attachment and culture are the foundations of healthy communities and that through rematriation (Returning the Sacred to the Mother) we can heal historical trauma. Through culturally relevant support during the perinatal period, we reduce the personal, cultural, and systemic barriers that disproportionately affect Indigenous parents while strengthening the bond between parents and connections to the community.

Hummingbird's Pilimakua Family Connections Program provides Indigenous-centered services to support the physical, social-emotional, cognitive, and cultural health of the child and the whole family provided within their home and/or a community location. Our Pilimakua Family Connections Program is voluntary, free-of-cost, and offered to Indigenous families (American Indian/Alaska Native/Native Hawaiian/Pacific Islander) with expectant babies, new babies, and young children living in King, Pierce, and South Snohomish Counties. We are

centered around pili, the 'Ōlelo Hawai'i word for connection, and makua, which is the Native Hawaiian/Kānaka Maoli tradition of parenting and caregiving as a whole generation. Our Pilimakua Family Connections Program strives to support Indigenous families in expanding our makua circles with our Pilimakua staff, our Hummingbird Indigenous Family Services organization, and our whole community.

### **About the Position**

PS-WA's [The Parent Resilience Program](#) & HIFS's Pilimakua Family Connections Program is hiring one full-time Parent Resilience Specialist (PRS) to grow our organization's partnership to support Indigenous families across King County.

We are looking to add a peer who will be embedded in the Pilimakua Family Connections Program at Hummingbird as well as apart of the Parent Resilience Program (PS-WA). This person will be dually-supported across both programs and serving Indigenous families who are receiving services from HIFS as well as open to community referrals.

Our programs value talents as much as skills, lived experience as much as education. If you see yourself in this role, we strongly encourage you to apply. If you do not have the preferred experience or skills, please do not be discouraged from applying. Both programs will be supporting this role with professional development and on the job learning, support and community.

This is a full-time position (35-40 hours per week) with occasional evening and weekend work required with advance notice. PS-WA and HIFS are both remote workplaces and the schedule is flexible within the 9-5pm working day. This position requires working at community events and client homes visits throughout King County. Team meetings, trainings and other community commitments will be in person and remote.

The Parent Resilience Specialist (PRS) works with pregnant and parenting families who are at-risk for or are experiencing mental health challenges related to childbearing. Some examples could include anxiety, sadness or grief around unexpected parenting/birth outcomes, depression, sleeplessness, scary or intrusive thoughts. Specialists are not mental health providers but are providing peer services. A typical day in this role could include having sessions with participants in-person – on a walk to the playground to support a parent getting fresh air and exercise or in the home to provide emotional wellness support over a cup of tea; it could include resource navigation to address barriers like supporting a parent to find childcare or the bus route to an appointment. PRS spend 75% of their time providing direct service to their caseload of families and about 25% of their time documenting, resourcing, and consulting about their participants and attending trainings.

The Parent Resilience Specialists will support families to create and implement culturally-specific emotional wellness plans, introduce and discuss mental health

care, listen and support families with barriers/reservations about mental health therapy, and walk with families as they navigate formal mental health care or other services as needed.

### **Ideal Candidates**

This is a unique opportunity to join a team providing culturally-matched services as peers. As such, ideal candidates' lives align with those of Indigenous families we serve. This includes being a parent, being culturally and linguistically aligned with the Indigenous families and with personal experience with perinatal mental health challenges such as depression, anxiety, birth trauma, perinatal loss, etc.

Additionally, they are warm, enthusiastic, collaborative, and professional, enjoying handling many tasks at one time and adaptive to change, with a strong orientation to detail and ability to work independently with direction. This is a unique opportunity to join a team providing culturally-matched services as peers.

The Parent Resilience Specialist serving Indigenous families is a full-time position in [the Parent Resilience Program](#), which aims to serve Indigenous families with culturally-matched peer support in King County. This position will be embedded with our partners at [Hummingbird Indigenous Family Services' Pilimakua Family Connections Program](#). Applicants from multiple intersecting identities are highly encouraged to apply.

### **Core Functions**

#### **Direct Service (75%)**

- **Manage a caseload** of participants by providing in-person, phone, email, and text support to Indigenous perinatal families (conception to age 2) for an average of 6-9 months.
- Provide strength-based, culturally-specific support; create culturally attuned **wellness plans** that align with parents' beliefs and values, address barriers, and support taking small wellness steps.
- Identify and support higher-risk families and **engage in prevention strategies**.
- Effectively introduce and complete **culturally-respectful perinatal mental health screenings** that feel meaningful and supportive, and empower parents to take their next step to address their mental health.
- **Provide parents with information** about perinatal mental health and the full range of treatment options (including formal and informal mental health supports).
- **Support parents to navigate the formal mental health system** by providing information and support about how to access care, and what to expect, and supporting parents as they engage with treatment providers.

## Administrative Tasks (25%):

- Maintain administrative tasks of a caseload of families including managing your schedule to meet families' needs, locating and **making appropriate referrals, documenting case notes in the database, etc**
- **Track screening measures** to ensure they are completed and up to date
- Help families create short and long-term **wellness plans** that are strength-based, led by the family, and culturally attuned
- **Telecommute** and be comfortable learning and adapting to new telehealth platforms
- Assist program team in **developing components** of the Parent Resilience Program to best support all parents experiencing mental health complications

## Minimum Requirements

- Ability to attend a pre-start date required Indigenous Lactation Counselor Training: December 11th-December 15th
- Lived experienced and recovery from a perinatal mental health challenges and have at least one year in recovery
- Ability to work collaboratively with partner organization [Hummingbird Indigenous Family Services' Pilimakua Family Connections Program](#) supporting this role
- Authentic experience and ability to provide culturally-matched care within the Indigenous community (Including those Indigenous to the US, Canada, Native Hawaiian and Pacific Islands)
- Ability to telecommute (laptop and hotspot provided)
- Access to reliable transportation to meet participants receiving in-person support in King County
- Willingness to attend provided training on perinatal mental health

## Desired Qualifications

- One year or more of experience in a peer mentorship, volunteer, or similar capacity, ideally with families
- Passion for and commitment to the mission of Perinatal Support Washington and supporting parents
- Comfortable with discussing mental health and knowledgeable about the perinatal period
- Ability to work independently with little supervision
- High school diploma or equivalent
- Strong communication, writing skills and strong attention to detail
- Aptitude for solving problems with creativity and resourcefulness
- Proficiency with Microsoft Office, Google Apps, telehealth platforms, phone and text messaging
- Authentic experience and ability to provide culturally-matched care within

LGBTQ+ communities to serve families with intersecting identities

## **Compensation and Benefits**

Perinatal Support Washington provides ample opportunity for professional growth and training in perinatal mental health. Starting salary for this full-time position is \$60,000 at 40 hours a week, equivalent to \$28.85 per hour, plus benefits.

PTO (combined vacation and sick time) is prorated based on start date; a 40-hour per week employee receives 160 hours or 20 days annually. PS-WA observes 15 holidays, including 2 floating.

Reimbursement up to the monthly (QSEHRA) maximum is provided for qualified health, dental, or vision insurance, or to cover medical expenses like doctor visits, prescriptions, glasses, or even sunscreen. Employees are eligible for different monthly benefit allowances, depending on family status. For those single with no dependents, an employee can be reimbursed up to \$487.50/month (\$5,850.00/year). For those that are married or have dependents, an employee can be reimbursed up to \$983.33/month (\$11,800.00/year). This position is grant funded through 2026 with anticipation of multi-year extension.

## **Application Instructions**

To apply please send your resume and answers to the following questions to Elizabeth.MooreSimpson@perinatalsupport.org with "PRS Serving Indigenous Families" in the subject line.

### **Please share your thoughts on the following questions in your application:**

- Tell us how your authentic experience would allow you to provide culturally-matched care to Indigenous communities (American Indian, Alaska Native, Native Hawaiian, and Pacific Islander).
- Tell us about your understanding of barriers to accessing care for your community in the mental health systems.
- Please explain how you would work to destigmatize mental health with your clients/in your community.

Our interviews will begin in December. Applications received before December 1st. will be prioritized.

Our hiring process will include the following steps:

- A short phone screening with the PS-WA's Program Manager and HIFS's Pilimakua Program Manager (15 mins)
- A panel interview with existing staff in this role (\*we will provide interview questions in advance for your preparation)
- Reference checks on desired applicants

- Notice to chosen applicants and offering position
- Notice to all other applicants
- Required Indigenous Lactation Counselor Training: December 11th-December 15th

**Position start date:** January 2024

*Perinatal Support Washington is an Equal Opportunity Employer. People of color, of any sexual orientation or gender identity, from under-represented communities, and people with diverse life experiences are encouraged to apply. Some heavy lifting and physical labor is required during special events. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this job.*