



# COLORADO STATE UNIVERSITY EXTENSION

## **Job Vacancy #03-22** **Extension Specialist** **Community Health** **Boulder County, Longmont, CO**

We are committed to increasing the diversity of our staff and providing culturally responsive programs and services. Therefore, we encourage responses from people of all backgrounds and abilities. We invite you to review [Colorado State University's Principles of Community](#) that guide our mission and vision of access, teaching, service, and engagement.

Boulder County is located 28 miles northwest of Denver and is home to over 330,000 residents. Longmont is the county seat. The county embraces a variety of lifestyles and interests and works hard to build a sense of community and provide services that enhance residents' quality of life. Boulder County employers and industries include Google, Bing, Amgen, the University of Colorado, large and small-scale production agriculture, health care, electronics, software development, data storage, biotechnology, renewable energy, aerospace, natural and organic products, and outdoor recreation. Providing growth opportunities for youth, advancing racial equity, environmental sustainability and adapting to climate change are county priorities. In particular, the newly formed Office of Racial Equity was created to improve access to services and advance racial equity for people of color in the community; approximately 15% of the Boulder County population are Latinx.

The county also features some of the most diverse natural landscapes along the Front Range and is known for its visionary use of open space. Boulder County government is committed to environmental, social, and economic sustainability that fosters a vibrant, healthy, diverse, and active community. By providing activities, events, and services that engage the community in open space conservation and recreation, Boulder County helps to ensure that critical wildlife habitats, farms, and areas for recreation will be around for generations to come.

Colorado State University Extension and Boulder County work cooperatively to develop and engage the community in locally driven programming enhanced by partners, campus and community-based expertise and resources. The staff of Boulder County Extension consists of a director, seven program coordinators/agents (one commercial agriculture; one small acreage management/natural resources; two 4-H/youth development; two horticulture; and one community health), three program assistants (4-H and horticulture), and three administrative support staff. Boulder works cooperatively with CSU Extension agents from other counties to deliver programming and provides access to research-based information and expertise in horticulture, agriculture, natural resources, youth development, community development and community health. Visit <http://extension.colostate.edu> to learn more about Colorado State University Extension, or <http://boulder.extension.colostate.edu> to learn more about Boulder County Extension. For more information about Longmont, go to [www.city-data.com/city/Longmont-Colorado.html](http://www.city-data.com/city/Longmont-Colorado.html).

Colorado State University encourages professional development and provides an [Employee Study Privilege](#) with up to 9 credit hours of tuition assistance annually.

Beginning Monday, August 16, 2021, Colorado State University is mandating vaccinations against COVID-19. Faculty and staff are required to submit their vaccine status or declare an exemption. [More information about the vaccination mandate can be found on the CSU COVID-19 Information & Resources site here.](#)

**APPLICATION PROCESS AND DEADLINE:** For full consideration, all materials must be RECEIVED no later than 11:59 PM Mountain Time on December 20, 2021 Please submit the following to <https://jobs.colostate.edu> to apply:

- Resume
- Cover letter
- Transcript of college(s) course work **showing degrees conferred**. Please remove all references to birth date or social security number.
- Special Required Documentation - Statement (no more than 5 pages) of how you meet all applicable "Required" and "Preferred" Job Qualifications. Please respond to each bullet point separately.

All applicants will be contacted approximately 15 working days after the deadline regarding their status. Next steps and interview dates will be shared to those moving forward. Four professional references will be requested of applicants that advance in the interview process.

For questions regarding the application process, contact the Office of Equal Opportunity at (970) 491-5836 or email [oeo@colostate.edu](mailto:oeo@colostate.edu). For questions regarding the job vacancy, responsibilities, and salary, please contact Laura Larson at 303-678-6380 or [laura.larson@colostate.edu](mailto:laura.larson@colostate.edu).

## **PURPOSE OF POSITION**

The Community Health Specialist will serve as bridge between Public Health and Parks & Open Space (POS) in Boulder County, providing programs that serve the Latinx, immigrant, and other underserved populations. Educational programming will focus on promoting the mental and physical well-being of Latinx participants, centering Social Determinants of Health. As identified under the "Racial Equity" strategic priority of the Boulder County Commissioners (2018), the Community Health Specialist will work with community partners on health equity outcomes that improve access to existing County services as well as develop new culturally responsive programming. New programming will include outdoor educational experiences on POS lands (including short to moderate hikes), environmental education, as well as culturally relevant nutrition and cooking classes in a family-centered format. In addition, this position will align programming with the POS Culturally Responsive and Inclusive Strategic Plan (CRISP), which provides frameworks for implementing programming for Latinx communities using a family-centered approach, and resources for engaging in collaborative programming across county departments.

This position will work with County partners to create new systems, build relationships and collaborations designed to reduce barriers and promote access to existing services for Latinx residents, as well as participate in designing and implementing new services and programs. The position is housed under the Community Development program reporting unit (PRU) but may also participate in other PRUs, collaborations and interdisciplinary programming as the position evolves.

Target Outcomes include: 1) Improved physical and mental health for the Latinx population by (a) increasing access to and opportunities for outdoor experiences on POS lands; and (b) providing integration of food and nutrition education through localized bilingual programming on healthy cooking practices, and increased participation in county programs that support healthy eating/living practices. Based on current research on Social Determinants of Health, increased comfortability in nature and access to natural environments are correlated with regular physical activity, decreased stress, and improved mental health.

Key Partners: Parks & Open Space, Public Health, Housing & Human Services, St. Vrain and Boulder Valley School Districts, the Office of Racial Equity, as well as various community organizations serving the Latinx population, including Thorne Nature Experience, Salud Clinic, Casa de la Esperanza, Centro de Amistad, El Comite', the OUR Center, Explorando Senderos and others.

## **ESSENTIAL JOB DUTIES**

### **Program Planning, Development, Delivery, Evaluation and Reporting: 70%**

- Co-create and deliver culturally relevant programming in Spanish and English for the Latinx community in collaboration with key partner organizations and stakeholders.
- Provide equity-forward coaching, resources, and support to partner organizations in ways that build capacity to better serve the Latinx community in the County.
- Work with Boulder County Extension staff (agents and program coordinators) to develop and facilitate collaborative programming for the Latinx population.
- Coordinate with the Language Access Collaborative or other language justice-oriented vendors to provide interpretation services when necessary to serving multilingual audiences
- Work with the County Extension Director on Strategic Planning goals, new initiatives, and evaluation strategies for accurately measuring program outcomes.
- May work with CSU's Inclusive Internship program and others to secure bilingual student interns. Supervise and provide guidance for student interns.
- May recruit and supervise periodic volunteers to help with outreach and program delivery.
- Note: % of job assigned to this duty may be changed as the program develops.

### **Initiate and Develop Relationships and Partnerships: 30%**

- Develop collaborative relationships with key partners, including POS YouthCorps and CRISP-focused programs, Public Health, Housing & Human Services, the Office of Racial Equity, St. Vrain and Boulder Valley School Districts, as well as various community organizations serving the Latinx population, including Thorne Nature Experience, Salud Clinic, Casa de la Esperanza, Centro de Amistad, El Comite', the OUR Center, Explorando Senderos and other community stakeholders.
- Maintain regular communication with community partners and engage in community development initiatives that promote racial equity and build capacity in services for the Latinx community.
- Assure compliance with civil rights and affirmative action policies including outreach to underserved and underrepresented audiences.
- Note: % of job assigned to this duty may be changed as the program develops.

**SALARY:** Starting salary range for this position will be \$50,000-\$72,000 and will commensurate with education and experience.

**REQUIRED JOB QUALIFICATIONS:**

- Completed bachelor's degree.
- Degree must be conferred in public health, outdoor/environmental education, community health, or a closely related field.
- A successful candidate without a completed master's degree will be required to complete a master's degree within five years from the start of employment. The degree process must be initiated within 12 months of the hire date. Failure to do so will result in termination unless a compelling reason is accepted by the Vice President of Engagement and Extension.
- Bilingual in Spanish and English, including professional speaking and writing. Demonstrated ability to design and conduct culturally appropriate educational presentations and engage professionally with participants in both languages.
- Four or more years of professional experience engaging with Colorado's Latinx and/or immigrant communities.
- Coursework or experience working with health equity-focused outcomes; strong understanding of racial disparities in health as demonstrated through application materials and experience.
- Ability to communicate effectively through teaching, public speaking/presentations and writing as demonstrated through application materials and experience.
- Demonstrated ability to forge equitable and successful partnerships with other professionals and organizations serving the Latinx and immigrant communities.
- Strong understanding of Social Determinants of Health and health disparities for people of color, as demonstrated through application materials and experience.
- Demonstrated use of technology in managing and/or delivering educational programs.
- Ability to hike up to three miles and conduct educational programming outdoors (weather permitting). The hike will be moderate in nature, occur at least once per month, and the individual will be required to carry basic supplies, totaling no more than 10 pounds.
- Must have a valid driver's license or the ability to obtain a driver's license or access to a licensed driver by the employment start date.

**PREFERRED JOB QUALIFICATIONS:**

- Completed master's degree in a related field to this position.
- Professional experience engaging in community development using a systems-based approach to Diversity, Equity & Inclusion (DEI) initiatives.
- Demonstrated leadership ability in social justice-oriented initiatives, including convening and facilitating conversations about racism and other forms of oppression
- Evidence of drive and initiative in building partnerships with historically marginalized populations.
- Experience conducting outdoor education with Latinx and/or other marginalized populations in multiple languages.

**BENEFITS:** Colorado State University is committed to providing employees with a strong and competitive benefits package that supports you, your health, and your family. Visit CSU's Human Resources website for detailed benefit plan information for permanent full-time and part-time faculty and administrative professional employees in the following University benefit areas. <https://hr.colostate.edu/wp-content/uploads/sites/25/2021/01/benefits-summary-afap.pdf>.

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity/expression, or pregnancy in its employment, programs, services and activities, and admissions, and, in certain circumstances, marriage to a co-worker. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity and equal access institution and affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

The Title IX Coordinator is the Director of the Office of Title IX Programs and Gender Equity, 123 Student Services

Building, Fort Collins, CO 80523-0160, (970) 491-1715, [titleix@colostate.edu](mailto:titleix@colostate.edu).

The Section 504 and ADA Coordinator is the Director of the Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836, [oeo@colostate.edu](mailto:oeo@colostate.edu).

The Coordinator for any other forms of misconduct prohibited by the University's Policy on Discrimination and Harassment is the Vice President for Equity, Equal Opportunity and Title IX, 101 Student Services Building, Fort Collins, Co. 80523-0160, (970) 491-5836, [oeo@colostate.edu](mailto:oeo@colostate.edu).

Any person may report sex discrimination under Title IX to the [Office of Civil Rights, Department of Education](#).

**BACKGROUND CHECK:** Colorado State University strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks. The type of background check conducted varies by position and can include, but is not limited to, criminal history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will also be conducted when required by law or contract and when, in the discretion of the University, it is reasonable and prudent to do so.

**Application process and additional information may be obtained at** <http://jobs.colostate.edu/postings/XXXXX>