

## NURSE FAMILY PARTNERSHIP (NFP) SUPERVISOR

**Pay Grade:** \$45.00 – \$60.00 per hour (DOE)

**FTE:** 0.50 (20 hours per week)

**Reports to:** Pillar Supervisor

**Exempt Classification:** Exempt

**Posted:** 09/04/2026

**Posting Closes:** 09/18/2026

United General District 304 is committed to improving the health and quality of life for the residents of the communities we serve. We focus our work along six pillars of wellbeing: Active Living, Community Professional Education, Engaged Youth & Communities, Healthy Eating, Thriving Children & Families, and Stewarding Assets and Opportunities. Our programs, staff, and volunteers seek to uphold our core values of compassion, collaboration, innovation, equity, and excellence. Learn more about how we are building healthier communities at [www.UnitedGeneral.org](http://www.UnitedGeneral.org).

### Job Overview:

The Nurse-Family Partnership (NFP) Nurse Supervisor ensures the NFP Program is implemented in accordance with established guidelines and contract requirements. Using principles of supervision, reflective practice, and staff development, the NFP Nurse Supervisor provides primary support and appropriate oversight to the nurse home visitors and builds and models a strengths-based, client-centered culture. The NFP Nurse Supervisor may also carry a small caseload of clients based on the hours available, per NFP guidelines. This is a grant funded position.

### Responsibilities and Duties:

#### *Home Visiting*

- Provides home visits to women and their families eligible for the NFP Program in accordance with NFP guidelines.
- Adheres to nursing process and the NFP model of home visitation.
- Maintains confidentiality and documents visits appropriately.

#### *Community awareness, support and referrals, and referral systems*

- Develops and maintains community relationships to support client referrals.
- Develops and implements external and internal systems to assure timely receipt and disposition of referrals to and from the NFP.
- Develops and implements outreach strategies; promotes public awareness of NFP.
- Participates in relevant community coalitions and assists with Community Advisory Board meetings.

#### *Staffing and Professional Development*

- Participates in the recruitment and interviewing of all NFP-related staffing.
- Ensure that all staff complete required NFP Education.
- Supports ongoing professional development of nurse home visitors and support staff, building staff knowledge, confidence, and skills. Stays informed of current science to provide safe, quality services.
- Assigns client caseloads and monitors nurse home visitors' ability to build and manage caseload.

- Utilizes and develops program policies, procedures, guidelines and standards to guide implementation with fidelity to the NFP model.

#### *Create and Maintain NFP Culture*

- Maintains relationships based on trust, support and growth with team colleagues and community members.
- Creates a positive work environment that promotes productivity, mentoring, teamwork and cooperation. Creates, maintains and supports a safe environment for open discussion.
- Ensures that supervision of NFP nurse home visitors utilizes NFP principles.
- Develops and implement regular reflective practice supervision within the program and conduct field visits.
- Ensures that own reflective practice and ongoing professional and personal development needs are addressed.
- Provides regular case conferences and team meetings in accordance with NFP guidelines.
- Effectively assists nurse home visitors in analyzing complex problems and case situations.

#### *Quality Improvement and Evaluation*

- Utilizes and develops program policies, procedures, guidelines and standards to guide implementation with fidelity to the NFP model.
- Oversees and ensures timely and accurate data input and reporting as required.
- Reads and interprets reports; shares appropriately with team and partners.
- Manages organizational structure and systems adequately so that home visitors may stay focused on clients.
- Ensures implementation of quality improvement strategies.
- Evaluates implementing agency outcomes and interventions.

#### *Budget and Contracts*

- Assist the COO/Pillar Supervisor in the preparation and monitoring of the NFP budget to ensure appropriate use of funds.
- Assists COO/Pillar Supervisor in monitoring NFP contract requirements.

#### *Miscellaneous*

- Other duties that help drive our mission and abide by our organization's core values.

#### **Qualifications:**

- Bachelor's Degree in Nursing from an accredited professional school of nursing required.
- Two years of recent experience in NFP, maternal/child health, or home visiting.
- Experience working with diverse populations, communities, and organizations.
- Experience with program management and one-on-one supervision preferred.
- Current Washington State RN license (in good standing).
- Valid Washington Driver's License.

#### **Requirements:**

- Proficient in Microsoft Word, Excel, Teams, and Outlook.
- Coaching, and reflective practice (modeling therapeutic relationships; application of change theory; self-efficacy; client-centered, strength-based, and solution-focused approaches).
- Interact with others courteously and professionally.
- Communicate clearly and effectively, both verbally and in writing.
- Maintain confidentiality and follow applicable ethical standards.
- Travel out of state for all face-to-face education sessions.

- Washington State Patrol Criminal Background Screening (or similar agency) is required (*prior criminal history does not necessarily preclude employment*).

**Work Conditions:**

- Work is performed in a variety of settings such as office, client's homes, schools, clinic and/or hospital, utilizing vehicle, telephones, and other standard office equipment, including a laptop computer.
- This position may require modifying existing work schedules or flexing hours to meet with clients and community-based organizations.
- Requires working alone, sometimes in remote locations.
- Environmental conditions may entail a stressful work climate due to the nature of the job, i.e. working with clients who have experienced domestic violence, sexual abuse, chemical dependency, etc.
- This position may entail exposure to poor driving conditions, communicable diseases, pets, unsanitary conditions, noxious odors, tobacco smoke, and other unpredictable situations.

**Required Physical Abilities:**

- Must be able to bend, stoop, reach, stand, and/or move from one area of the building to another on a regular basis.
- Physical dexterity needed to operate a computer keyboard and handle paper documents.
- Must be able to operate a motor vehicle.
- May be required to lift up to 25 pounds on occasion.

We offer competitive compensation and benefits which include a generous PTO accrual, sick leave, Voya deferred compensation/pension plans, employee assistance program and free membership to our fitness center.

**TO APPLY:**

Please send your cover letter and resume to [hr@unitedgeneral.org](mailto:hr@unitedgeneral.org). We look forward to hearing from you!

*The above statements are intended to describe the general nature and level of work being performed by persons assigned to this position. They are not intended to be an exhaustive list of all associated responsibilities, skills, efforts, or working conditions. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. United General District 304, reserves the right to change, amend, add, delete, and otherwise assign any and all duties, responsibilities, and position titles as it deems necessary to meet the needs of the business.*