

Action for Children



Family Support Specialist

Home Visiting · Columbus, OH · Full-Time

Who We Are

Action for Children is the local childcare resource and referral agency in Central Ohio. Our mission is to transform the lives of children by supporting, empowering, and advocating for the adults who make the biggest impact on children's lives—their parents, caregivers, and teachers.

We foster a supportive, collaborative, and mission-driven culture where staff are encouraged to bring their whole selves to work, grow professionally, and contribute meaningfully to the well-being of families and communities.

Learn more at actionforchildren.org

What You'll Do

We're expanding our home visiting team! As a Family Support Specialist, you'll build supportive, trusting relationships with families through regular home visits, often working alongside them for three to five years. You'll meet families where they are, both literally and figuratively, providing individualized support that builds on their strengths and goals. Most visits take place in families' homes, with virtual visits when appropriate.

- Build meaningful, trusting, long-term relationships with families through regular home visits, typically at least one hour
- Support parents and caregivers by encouraging positive parent-child interactions, strengthening parenting confidence, and promoting healthy early childhood development
- Celebrate growth and milestones, using developmental screenings and assessment tools (including the FROG Scale, ASQ, ASQ:SE, and depression screenings) to identify strengths and opportunities for additional support
- Partner with families to identify priorities, develop individualized Family Service Plans, and take meaningful steps toward their goals
- Connect families with community resources, including health care, early childhood education, and social services
- Provide culturally responsive, strength-based support that respects diverse backgrounds, family structures, and parenting practices
- Collaborate with a supportive team, participate in reflective supervision, and keep developing your skills as a family support professional

What We're Looking For

- Bachelor's degree in Social Work, Human Development, Early Childhood Education, or a related field
- Knowledge of early childhood development, particularly from birth through age five
- Current Healthy Families Ohio Home Visitor Full Credential, or eligibility to obtain it
- Ability to build trusting, respectful relationships with families, including culturally diverse families with different family structures and experiences
- Familiarity with Franklin County community resources and the ability to identify additional supports

- Openness to feedback, reflective supervision, and ongoing professional development
- Proficiency with Microsoft Office and general technology use

Desired but not required: Infant Mental Health Endorsement, at least one year of home visiting experience, or familiarity with the Healthy Families America model or Growing Great Kids curriculum.

You'll Thrive Here If

You believe every family has strengths worth building on and that meaningful change starts with connection. You lead with empathy, patience, and respect, and you're comfortable working independently while valuing a collaborative team. You're dependable and organized, and you care about people and want your work to have a purpose.

Benefits

- **Health coverage** — Health, dental, and vision insurance starting the first of the month after 30 days
- **Generous PTO** — Vacation days, personal days, and paid holidays
- **Hybrid schedule** — Mix of remote and in-office workdays
- **Retirement savings** — Employer match up to 1%
- **Paid parental leave** — 12 weeks fully paid for birth, adoption, and foster placements

How to Apply

Apply online at
<https://www.paycomonline.net/v4/ats/web.php/portal/3E7E5ADB1EDBD6EE6581646E848F89D8/career-page>.
Only candidates selected for interviews will be contacted. Final candidates will complete reference and background checks.

Action for Children is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, or disability status.