

Action for Children



Family Support Specialist-Help Me Grow

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.

To learn more about our work and impact, visit www.actionforchildren.org.

What You'll Do

Action for Children is seeking a compassionate and reliable Family Support Specialist to join our home visiting team. This position is responsible for building strong, long-term (3–5 year) partnerships with families to support healthy child development, family resilience, and overall well-being.

Home visits occur primarily in the family's home and last at least one hour per session. Virtual visits may also be conducted as needed. All services are family-centered, strength-based, and rooted in trust-building, relationship enhancement, and risk reduction through connection to resources and support.

Major responsibilities include:

- Initiate and maintain regular home visits with families over a long-term period, developing strong, trusting relationships
- Center services on the strengths and unique needs of each family, while honoring diverse family structures and parenting practices
- Promote healthy parent-child interactions and support developmental milestones through guided activities and conversations
- Administer assessment tools including the Family Resilience and Opportunities for Growth (FROG) Scale, ASQ, ASQ:SE, and depression screenings
- Support families in setting individualized goals, developing Family Service Plans, and implementing action steps that address areas of growth or concern
- Identify needs and refer families to appropriate health, educational, and social service resources
- Maintain consistent engagement with families, demonstrating perseverance and cultural sensitivity to help them remain active in the program

Successful candidates will have:

- Bachelor's degree in Social Work, Human Development, Early Childhood Education, or a related field
- Knowledge of early childhood development for children ages 0–5
- At least one year of home visitation experience strongly preferred

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- Eligible for or in possession of the Healthy Families Ohio Home Visitor Full Credential
- Ability to establish trusting, respectful relationships with families
- Comfort and acceptance in working with individuals from diverse backgrounds and family structures
- Experience and humility to work with culturally diverse families
- Knowledge of and ability to research local community resources within Franklin County
- Willing to engage in building reflective capacity (e.g., capacity for introspection, communicating awareness of self in relation to others, recognizing value of supervision, etc.)
- Proficiency with Microsoft Office Suite and general technology use

Desired but not Required

- Infant Mental Health Endorsement
- Familiarity with the Healthy Families America model and Growing Great Kids curriculum

We Would Love to Hear from You If

You are a self-starter who is creative, flexible, and known for being a team player. You bring strong skills in communication—both written and verbal—as well as in rapport-building, analysis, and problem-solving.

You're committed to the success of both the families you serve and the team you are a part of. You're dependable, engaged, and willing to dedicate time for team meetings, reflective supervision, and agency events that strengthen your work and your impact.

Why You'll Love To Work at Action for Children

- **Comprehensive Health Coverage:** Enjoy peace of mind with our health, dental, and vision insurance plans starting within 30 days of hire
- **Generous Paid Time Off:** Recharge with ample vacation days, personal days, and holidays
- **Hybrid Work Schedule:** Enjoy the best of both worlds with a mix of remote and in-office workdays
- **Retirement Savings Plan:** We match your contributions (up to 1%) to help you build a secure financial future
- **Paid Parental Leave:** We provide 12 weeks of fully paid parental leave for all new parents, including birth, adoption, and foster care placements. This time allows you to bond with your new addition without worrying about work or finances.

How To Apply

Interested individuals should apply online at:

[Job Opportunities](#)

Action for Children



We appreciate all applications; however, only candidates selected for interviews will be contacted.

Final candidates will be required to complete reference and background checks as part of our standard hiring process.

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.

COVID-19 Policy

Action for Children has adopted a mandatory COVID-19 vaccination policy for all current and future employees. This policy is designed to protect the health of employees, clients, and our community. Reasonable accommodations will be considered for individuals with medical conditions or sincerely held religious beliefs.