**Health Equity Specialist**

**Position Highlights:**

This position will partner, plan and implement health equity activities within communities. This position will work closely with Health Councils, community stakeholders, and health promotion team members focusing on health equity to ensure that efforts addressed at improving health equity, reducing disparities, and improving cultural competence are designed collaboratively with local communities. Position will be involved in special projects and participate and collaborate with health promotion. Position will also serve as liaison to a local health office while coordinating with state wide Public Health programs.

Health Equity Specialists have a primary focus of planning and implementing public health education programs that will impact attitudes, knowledge, and behaviors to improve health. This position develops and implements best-practice strategies to improve the health of individuals and communities. Responsibilities also include assessing the needs, resources, and capacities of the community; conducting evaluation and research related to health promotion programs; administering and managing programs, including grant requirements and program budgets and expenses. Health Equity Specialists serve as a health resource for the community and support the community in behavior change through promoting and advocating for public health.

This position seeks and integrates current knowledge of health disparity mitigation and cultural and linguistic competence with principles of adult learning into education. The Health Equity Specialist utilizes systematic educational planning principles, solid instructional design methods, and emerging technologies for the creation of relevant programs, materials, methods, and media to communicate information, and implements monitoring and assessment measures to determine effectiveness. Design and deliver high quality education curriculum, programs, lessons and materials for diverse audiences across practice settings with the goal of improving outcomes and community health.

Under the direction of the Health Promotion Program Manager, this role will support health councils, community stakeholders, public health leaders on topics and approaches to support health equity across the State of New Mexico.

**Responsibilities:**

* Plans, implements, and evaluates programs to impact attitudes, knowledge, and behaviors for improved health using evidence-based and research-based curriculum as appropriate.
* Applies evidence-informed theories, models, and/or strategies to health promotion programs.
* Identifies, develops, delivers, and evaluates health communication messages using a variety of communication strategies, methods, and techniques.
* Provides expert consultation, assistance, and guidance to individuals, groups, and organizations.
* Serves as a health education resource person by maintaining a depth of knowledge and understanding of the following: current community health data through local community health assessments, services offered by local organizations and partners for appropriate referrals, opportunities to enhance and refine health promotion programs.
* Advocates for health, health equity, and health promotion by engaging stakeholders and leading advocacy initiatives related to health.
* Demonstrates effective public communication and presentation skills.
* Continually designs and delivers relevant diversity, inclusion & equity training to the workforce
* Develops and disseminates communication materials pertaining to trainings and workshops
* Assesses the effectiveness of training programs by collecting and summarizing data from course participants and developing quality measures by which to measure training effectiveness
* Serves as consultant to healthcare providers in the development of relevant educational programs and materials.
* Assumes a leadership role in the development and revision of health equity standards, guidelines and organizational policies.
* Conducts formative and summative program evaluations and makes appropriate program revisions.

**Credentials and Qualifications:**

**HEALTH EDUCATORS**

**Basic**

* Employees in this Role perform a wide range of duties in the prevention, intervention, and control of infectious diseases including the Human Immunodeficiency Virus.
* Employees assist in the dissemination of public health education materials in a district.

**Recommended Education and Experience for Full Performance:**

Associates Degree in Public or Health Education and four (4) years of experience in health-related field.

**Minimum Qualifications**

High School diploma or GED and two (2) years of experience in a health-related field.

**Operational**

* Employees in this Role coordinate and monitor disease immunization and plan prevention and intervention programs.
* Employees may provide public health education in a district with responsibility for a major segment of a statewide public health education/promotion program such as child health, adolescent health, adult health, smoking prevention, injury control, etc.

**Recommended Education and Experience for Full Performance:**

Bachelor’s Degree in Public or Health Education and two (2) years of experience in health-related field.

**Minimum Qualifications**

Associate Degree in Public or Health Education and two (2) years of experience in health-related field. Any combination of education from an accredited college or university in a related field and/or direct experience in this occupation totaling four (4) years may substitute for the required education and experience.

**Advanced**

* Employees in this Role provide public health education in a district or are responsible for a major segment of a statewide public health education/promotion program.
* Employees prepare reports and materials to support legislative initiatives.
* Employees may prepare the budget related to the program(s) and assist in the preparation of grant applications.

**Recommended Education and Experience for Full Performance**

Bachelor’s Degree in Public or Health Education and six (6) years of experience in health related field.

**Minimum Qualifications**

Bachelor’s Degree in Public Health or Education and two (2) years of experience in a health related field. Any combination of education from an accredited college or university in a related field and/or direct experience in this occupation totaling six (6) years may substitute for the required education and experience.