



**Stanislaus County**  
now offers an employee  
bonus worth up to  
**\$10,000 or 21  
additional days of  
leave time!\***

*\*See inside for details*

# Senior Community Health Worker

Stanislaus County Health Services Agency

**\$52,020 - 63,232 Annually**

Apply by January 19th, 2026 or once 50 applications received  
Bilingual candidates encouraged to apply

# THE POSITION

The Sr. Community Health Worker position is primarily assigned to the Community Wellness Section within the Health Services Agency and supports prevention-focused public health programs, with an emphasis on oral health and injury prevention. This position may also provide community outreach, education, and coordination support to other Health Services Agency programs as needed.

Under general supervision, the Sr. Community Health Worker performs advanced community outreach, engagement, and education activities to support health promotion and disease prevention efforts. This position works closely with community members, schools, community-based organizations, healthcare providers, and internal program staff to promote healthy behaviors, improve access to services, and address social determinants of health. The Sr. Community Health Worker may also serve as a lead worker or experienced resource to support program implementation and coordination.

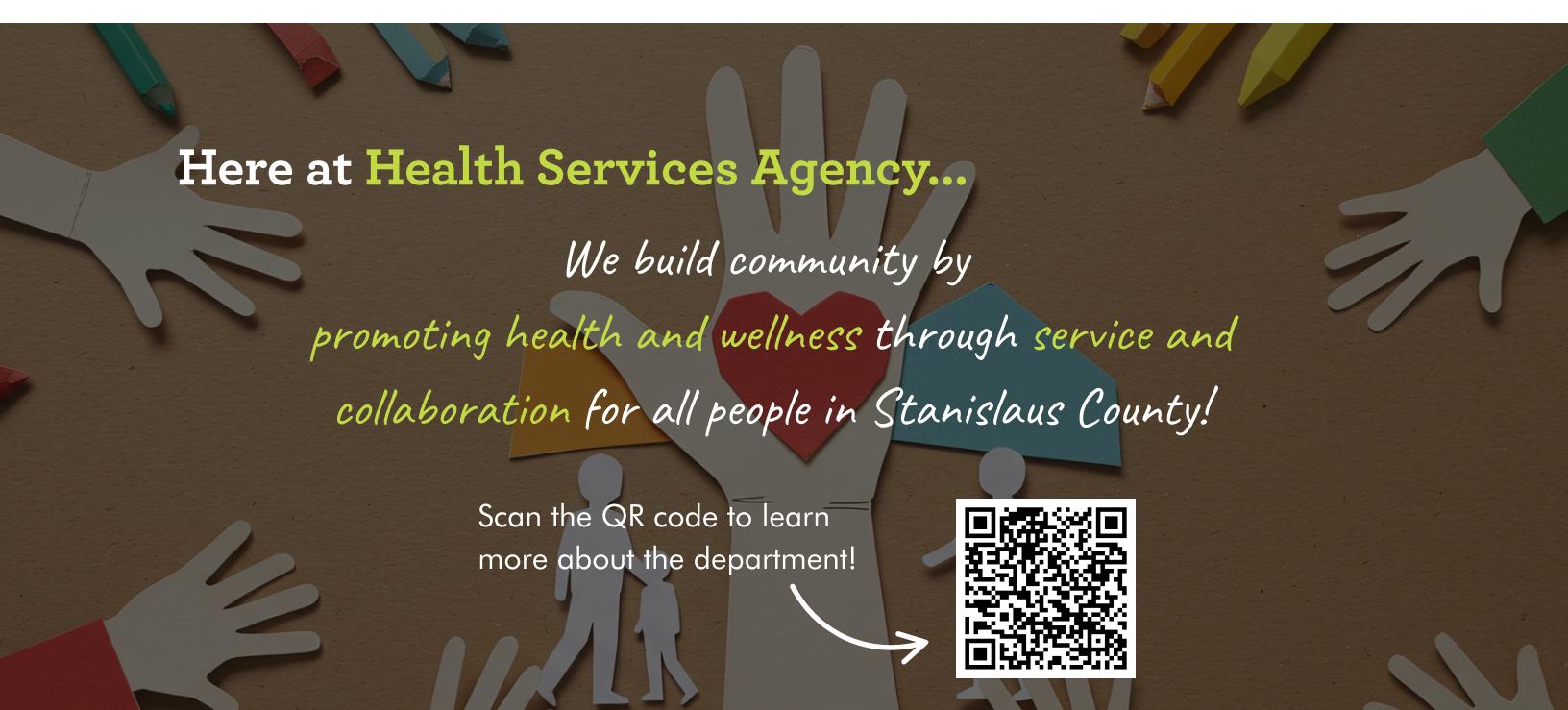
## IDEAL CANDIDATE

The ideal candidate will have experience working in community-based or public health settings and a strong interest in prevention-focused programs, particularly those related to oral health, injury prevention, or community wellness. The successful candidate will be skilled in community outreach, health education, and relationship-building with diverse populations.

The ideal candidate will also demonstrate:

- Experience providing culturally appropriate health education and outreach in community settings;
- Ability to build trust and effectively engage individuals, families, and community partners;
- Knowledge of prevention strategies, health promotion, and social determinants of health;
- Flexibility to support multiple programs or initiatives within the Health Services Agency as needed;
- Experience serving as a lead worker, mentor, or informal support to other CHWs is desirable.

**Bilingual encouraged to apply. Upon successful completion of our bilingual proficiency assessment, you'll receive an additional \$1 per hour in compensation.**



Here at **Health Services Agency...**

*We build community by  
promoting health and wellness through **service** and  
collaboration for all people in Stanislaus County!*

Scan the QR code to learn  
more about the department!



# THE TYPICAL TASKS

- Duties may include, but are not limited to, the following:
- Conduct community outreach, education, and engagement activities related to oral health, injury prevention, and community wellness, including participation in community events, schools, and partner-led activities;
- Provide culturally responsive health education and prevention messaging to individuals, families, and community groups;
- Support prevention programs by assisting with planning, outreach strategies, and coordination of community-based activities;
- Collaborate with community-based organizations, schools, healthcare providers, and internal Health Services Agency programs;
- Serve as a lead or experienced Community Health Worker by supporting onboarding, mentoring, or training of other CHWs as assigned;
- Assist with data collection, documentation, reporting, and tracking of outreach and program activities;
- Support cross-program or agency-wide initiatives as needed, including short-term projects or surge support;
- Maintain accurate records and documentation in accordance with program and agency requirements;
- Attend meetings, trainings, and workgroups related to Community Wellness, oral health, injury prevention, and public health initiatives.



## ***Make a difference in the community***

Work with an incredible and committed team that genuinely cares about the work they do. Public Health offers a job that is essential to improving the health of our community.

## ***Build community partnerships and friendships through collaboration***

Working in Public Health, you learn from many community agencies, healthcare partners, and education systems that combine resources to make a positive impact on the lives of others.

## ***Current employees shared that it's a great place to work!***

Caring and compassionate co-workers, positive work culture, growth opportunities, and great job security.

## ***Grow your skills and be innovative***

Working in Public Health offers many opportunities for professional growth. Further your professional skills in data analysis and community assessment, public speaking, meeting facilitation, and community engagement. Continue to learn about current topics such as health and racial equity and adverse childhood experiences.

## ***Be part of something bigger***

Whether working directly with individuals, often those with the greatest need, or identifying the root causes of larger community challenges, Public Health is essential to promote healthy behaviors and protect the health of the entire community.

# MINIMUM QUALIFICATIONS

## EDUCATION & EXPERIENCE

### PATTERN I

- Equivalent of twelve (12) months of clerical and paraprofessional nursing training or experience, either voluntary or paid, in a health care setting; AND
- Fifteen (15) related semester units of college-level course work, including at least one class in either: Psychology, Sociology, Biology or Physiology; AND
- One (1) year of experience comparable to Community Health Worker in Stanislaus County.

### PATTERN II

- Two (2) years of experience comparable to a Community Health Worker in Stanislaus County.

### PATTERN III

- Equivalent of twelve (12) months of clerical and public health training or experience, either voluntary or paid, in a public health department; AND
- Fifteen (15) related semester units of college-level coursework, including at least one class in either: Behavioral Science, Biology, Social Services, Nutrition, Health Education or a closely related field. AND
- One (1) year of experience comparable to a Community Health Worker in Stanislaus County.

### LICENSE/CERTIFICATION

- Some positions may require completion of a Community Health Worker certification. If the selected candidate does not have this certification, they must begin certification training within six-month of employment.
- Some positions may require certification as a Comprehensive Perinatal Service Program (CPSP) or obtain within the first 90-days of employment.

Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 558-4872 to make arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing date deadline will result in disqualification.

For the full job description, including Knowledge, Skills, and Abilities, scan the QR code or [click here](#)



## DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- Bilingual proficiency in English/Spanish; ability to pass a certification of oral testing

# QUICK GUIDE TO APPLYING

## APPLICATION PROCESS



Find the  
Right Job



Update Your  
Application



Submit Your  
Application



Wait for  
Processing



Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



STANISLAUS  
COUNTY HUMAN  
RELATIONS

Take Your Place.



# JOIN OUR TEAM and receive a bonus worth UP TO \$10,000!

or 21 additional days of leave time!\*

\*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH  
\$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

**YOU CHOOSE:**  
One month's worth of



## Cash Payout

Redo that kitchen  
or paydown debt.

*It's all yours.*



## Leave Time

Take a little extra time  
off and enjoy yourself.

*You've earned it.*



## Deferred Compensation

Reduce some taxable  
income and receive it later.

*Why not?*



Scan the QR code with a camera  
app to watch the Employee Choice  
Bonus Plan video!



STANISLAUS  
COUNTY HUMAN  
RELATIONS

Take Your Place.



clubwellness  
myclubwellness.org

# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



#### Option 1 BONUS CASH PAYMENT

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



#### Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



#### Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



### Eligibility for Employee Choice Bonus Plan

- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



Take Your Place.

## COMPENSATION & BENEFITS

Approximate Annual Base Salary:

**\$52,020 - \$60,216 Annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- Two weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

*Details available upon request.*

## RECRUITMENT INCENTIVES:

### **Employee Choice Bonus Plan:**

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### **Career Ladders:**

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization—from Accounting to Public Safety to IT.

### **Learning Institute:**

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

**The Mission of Club Wellness is to facilitate and encourage the “good health” of the county workforce.**

“Good health” is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the Community & Health Services bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months.

Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

## **APPLICATION PROCEDURES/FINAL FILING DATE: Apply by January 19, 20256 or before 50 applications received.**

**Oral Examinations are tentatively scheduled for the week of January 26, 2026.**

Note: The eligible list generated from this recruitment may be used to fill future extra-help, part-time and full-time vacancies throughout Stanislaus County.

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

**Resumes will not be accepted in lieu of a completed application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/Human Resources.