Harris County

Outreach Worker, Hospital Violence Interruption Program

SALARY	Depends on Qualifications	**LOCATION**	Houston, TX
JOB TYPE	Regular Full-time	**JOB NUMBER**	16249
DEPARTMENT	Public Health Services	**DIVISION**	Community Health & Violence Prevention Services
OPENING DATE	02/20/2026	**CLOSING DATE**	4/30/2026 11:59 PM Central

Position Description

Harris County Public Health
Building a Healthy Community

If you're looking to be a part of a collaborative environment where your skills can make an impact, explore our current opportunities in creating a better future for public health.

About Harris County Public Health:
Harris County Public Health (HCPH) includes a network of more than 1,100 public health professionals working together to improve health outcomes for the third most populous county in the United States. HCPH provides a multitude of services such as medical and dental services, community programming, and health education for the approximately 2.3 million people in unincorporated Harris County. Through its core values of innovation, engagement, and health equity, HCPH strives to bring meaningful solutions to public health issues while keeping Harris County healthy and vibrant.

Position Overview:
Under the direction of the office of Community Health and Violence Prevention Services Division, the Hospital Violence Interruption Program (HVIP) Outreach Worker will respond to participating area hospitals to provide support, case management, crisis intervention, and advocacy to gunshot, stabbing and/or aggravated assault victims. The HVIP Outreach Worker will intervene and mediate conflicts and connect participants to services that address their unique needs. The HVIP Outreach Worker will form relationships with partner organizations and secure linkages to partner organizations for domestic violence, intimate partner shootings and/or homicides, and other services related to violent incidents and / or address the root causes of violence. The Outreach Worker will play a critical role in helping hospital victims and community members understand patterns of violence and provide emotional and trauma informed support to victims, perpetrators, and their families. The Outreach Worker must be a credible messenger with established relationships in the target communities.

Duties & Responsibilities:

- Provide support and services for gunshot, stabbing, and aggravated assault victims at participating hospitals; this includes individuals at the highest risk of being perpetrators of violence and their family members. This may involve coordinating efforts with the Community Violence Interruption team(s).
- Provide direct case management and emergency support services to individuals, and their families involved in instances of violence; including assistance in completing paperwork and forms related to victims' compensation. Work closely with hospital staff and help victims and families understand discharge information and follow-up appointments.
- Provide immediate crisis response to victims, perpetrators, and their families after a shooting or homicide, responding to the participating hospitals and target communities to provide immediate supportive services; working closely with the Community Violence Interruption Outreach team(s), as needed.
- Provide support and advocacy to the victims of violence and their families through hospital visits, home visits, phone calls, justice advocacy, and referrals to other support organizations.
- Coordinate and facilitate educational forums, family and group support sessions, trainings and other gatherings and develop relationships with partner organizations and build "warm referral" network for linkages.
- Participate in the necessary trainings and conduct workshops for the division, as needed.
- Daily documentation of client services and case management provided; assisting program supervisor and manager with data collection and required reporting.
- Work with participants to identify and address safety concerns and create plans for long-term safety and well-being.

Harris County is an Equal Opportunity Employer

https://hrrm.harriscountytx.gov/Pages/EqualEmploymentOpportunityPlan.aspx

If you need special services or accommodations, please call (713) 274-5445 or email ADACoordinator@bmd.hctx.net

Requirements

Education:

- High school diploma or GED, or the ability to obtain within 12 months of hire date.

Experience:

- At least six (6) months of experience working with high-risk individuals of diverse backgrounds.
- Must be considered a credible messenger/trusted resident in one of the areas that we are serving (Sunnyside, South Park, Greater OST/S Union, Cypress Station, and/or Cloverleaf).
- No pending criminal cases.

Certifications/Licenses:

- Valid Texas Driver's License (upon hire), good driving record, and vehicle insurance.

Knowledge, Skills and Abilities:

- Experience supporting and working with high-risk individuals and street organization involved residents, developing individualized plans for high-risk community members, awareness of trauma reactions
- Experience working with people from various ethnic, economic, and educational backgrounds both as colleagues and as clients
- Experience documenting case notes
- Experience developing and retaining relationships with other service providers

- High level of interpersonal skills and conflict resolution skills and ability to communicate effectively both verbally and in written form
- Crisis intervention training or knowledge
- Feels comfortable engaging with community-based services.
- Knowledge of Harris County communities with histories of violence; credibility in Sunnyside, South Park, Greater OST/South Union, Cypress Station, and/or Cloverleaf areas in unincorporated Harris County.

Core Competencies:

Organizational Leadership

- Understands the organizational mission
- Understands ethics and public good; is concerned with public trust
- Demonstrates respect for the opinions and beliefs of others

Collaboration

- Contributes to an inclusive workplace where equity, diversity, inclusion, and individual differences are valued and leveraged to achieve the vision and mission
- Demonstrates a sense of responsibility for the success of the group
- Collaborates with others to improve quality and address needs

Innovation

- Ability to adapt to change

Interpersonal Abilities/Personal Characteristics

- Treats others with courtesy, sensitivity, and respect
- Behaves in an honest, fair, and ethical manner
- Assesses and recognizes own strengths and weaknesses
- Uses sound judgment
- Self-motivated
- Organizes and maintains work environment to allow for maximum productivity

Communication

- Communicates clearly and effectively, both orally and in writing

NOTE: Qualifying education, experience, knowledge, and skills must be documented on your job application. You may attach a resume to the application as supporting documentation **but ONLY information stated on the application will be used for consideration. "See Resume" will not be accepted for qualifications.**

Preferences

- Bilingual in Spanish/English

General Information

Position Type and Typical Hours of Work:

- This is a full-time position.

- Monday through Friday 11:00 AM - 8:00 PM (flexible); however, days and times will involve working evenings, weekends, and holidays due to the nature of the work.
- Days and hours will depend on the needs of the community and division, including community engagement events.

Work Environment:

- The Harris County Public Health Community Health and Violence Prevention Division is a drug free and safe workplace, passing a drug screening and background check is required prior to being hired.

Physical Demands:

- This is a mobile and active role; and some duties would require the ability to lift up to 20 pounds, plus bending & standing for extended periods at a time.

Work Location:

- Harris County Public Health: Community Health & Violence Prevention Division - 1111 Fannin St. Houston, Texas. 77002.

Employment may be contingent on passing a drug screen and meeting other standards.

Due to a high volume of applications positions may close prior to the advertised closing date or at the discretion of the Hiring Department.

Employer
Harris County

Address
1111 Fannin St
Ste. 600
Houston, Texas, 77002

Phone
713-274-5445

Website
https://www.governmentjobs.com/careers/harriscountytx

Outreach Worker, Hospital Violence Interruption Program Supplemental Questionnaire

*QUESTION 1

Which of the following best describes your highest level of education completed as it relates to this position?

◯ I do not have a High School Diploma or GED, but will obtain this educational requirement within 12 months of hire date

◯ High School or Equivalent

◯ Associate's Degree

◯ Bachelor's Degree

◯ Master's Degree or higher

◯ N/A; No Degree

*QUESTION 2

Which of the following best describes your verifiable experience working with high-risk individuals of diverse backgrounds. (To be considered, the qualifying experience must be documented in your application's employment history)

- ◯ Less than 6 months
- ◯ 6 months or more.
- ◯ I do not have this experience.

*QUESTION 3

Please provide details about your verifiable experience working with high-risk individuals of diverse backgrounds. DO NOT USE "Please see Resume" or "See Resume" (To be considered, qualifying experience must be documented in your application's employment history) Please include your (a) role(s), (b) types of organizations, (c) scope of duties and responsibilities, (d) employment dates (ex. MM/YYYY to MM/YYYY). If you do not have this experience, please type "None" in the space provided.

*QUESTION 4

Are you considered a credible messenger or trusted resident in Greater OST/South Union (77021), Cloverleaf (77015), or both.

- ◯ Yes – Greater OST/South Union (77021)
- ◯ Yes – Cloverleaf (77015)
- ◯ Yes – Both Greater OST/South Union (77021) and Cloverleaf (77015)
- ◯ No

*QUESTION 5

Please describe how you are considered a credible messenger or trusted resident in Greater OST/South Union (77021), Cloverleaf (77015), or both. Include your connections, and/or involvement. (To be considered, the qualifying experience must be documented in your application's employment history.)

*QUESTION 6

Please acknowledge your understanding of the following requirement: This position requires candidates have no pending criminal cases.

- ◯ Yes, I understand this requirement.

*QUESTION 7

This role requires a Valid Texas Driver's License (upon hire). Do you have a Valid Driver's License with good driving record and vehicle insurance?

- ◯ I have a valid Texas driver’s license, good driving record, and current vehicle insurance.
- ◯ I have a valid driver’s license and good driving record from another state with current vehicle insurance and can obtain a Texas license upon hire.
- ◯ I do not have a valid driver’s license and/or vehicle insurance.

*QUESTION 8

Are you bilingual in English and Spanish? If yes, what is your level of proficiency in Spanish?

- ◯ Yes, I am fluent in Spanish (speaking, reading, and writing).
- ◯ Yes, I am proficient in conversational Spanish only.
- ◯ Yes, I have basic knowledge of Spanish.

◯ No, I am not bilingual in English and Spanish.

* Required Question