Community Health Nurse

Our Mission

The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships.

Our Values

Patience – We give space for youth to make decisions on their own timeline in their own way.
Love and Caring – We believe in acceptance, empathy, and non-judgement.
Communication – We engage in intentional dialogue to understand each other's truths.
Integrity – We actively learn, grow, and change to align our actions in equity and justice.
Co-Creation – We seek connection to amplify the voice of youth and each other.
Community – We stand together for youth and for each other.

Our Commitment to Racial Justice & Equity

Position Information

Position: Community Health Nurse	**Job Type:** Part-Time, 0.75 FTE
Classification: Exempt	**Reports to:** Vice President of Programs
Posting Date: 10/30/26	**Closing Date:** Open Until Filled
Compensation: $68,000 - $80,000 annually *The Bridge for Youth utilizes an equitable & competitive compensation program and salary structure that includes regular Cost of Living Adjustments and raises. For this position, the salary range is $68k – $80k annually, depending on experience. This salary is non-negotiable beyond this range to counter pay inequality and uphold internal parity for salaries.*	
Location: Primarily on-site with community-based work and occasional flexibility as approved by supervisor	
Working Hours: Approximately 30 hours per week, primarily during typical daytime hours. Flexible to meet youth, program, and Health Collective needs, including occasional evening and/or weekend hours.	

Position Overview

For over 50 years, BFY has been at the forefront of addressing youth homelessness in Minnesota, positively impacting the lives of the most vulnerable youth in our community, through youth-centered and culturally-responsive programs that offer a pathway out of homelessness, including the most marginalized – minors, BIPOC, LGBTQ+, young families, and sexually exploited youth.

The Community Health Nurse (CHN) is a key member of BFY's interdisciplinary Health Collective and provides nursing leadership, health coordination, education, advocacy, and direct support to youth across BFY's shelter and housing programs. This role supports holistic health needs of single, unaccompanied youth and young families experiencing homelessness, ages prenatal to 24 years, while strengthening connections to ongoing, youth-friendly healthcare.
Working in partnership with the Medical Director, clinical mental health team, and community providers, the CHN helps identify health needs, reduce barriers to care, strengthen health literacy, support medication

practices, and promote continuity of care. As a 0.75 FTE position, the CHN is expected to prioritize responsibilities based on youth acuity, program needs, and Health Collective priorities in collaboration with the supervisor.

Benefits Information

- Competitive health, dental, vision, and ancillary benefits
- Company-paid life insurance and long-term disability
- 403b (immediate contribution & vesting) with up to 4% match after one year of employment
- Up to 4 weeks of PTO first year of employment, in addition to 15 paid holidays
- Pet friendly

We ask all staff to:

- Lead within a framework of agency values, philosophies, and goals, including team commitment and cooperation across BFY services and programs.
- Emulate and enthusiastically promote the organizational culture as defined by the identified values statements and racial justice and equity opportunities of BFY.
- Lead in building upon and strengthening a culture of establishing and nurturing relationships.
- BFY believes in team, collaboration, and constantly developing a supportive and caring environment for each other. Sometimes we are asked to lean in above and beyond our position description and we enthusiastically do so.

Key Responsibilities

Youth Health Services & Care Coordination

- Coordinate onsite healthcare and health-related services for youth across BFY programs in collaboration with the Health Collective and program teams.
- Review and/or conduct Brief Health Assessments completed through the intake process and identify appropriate follow-up needs.
- Coordinate and schedule comprehensive health assessments with BFY medical providers for youth entering programs, as appropriate to program needs and length of stay.
- Conduct brief nursing assessments when acute health needs arise; provide nursing guidance within scope of practice and collaborate with the Health Collective and external providers to address identified needs.
- Partner directly with youth to identify health-related goals and develop individualized health plans; for youth who are parents, include the health needs and goals of their children when appropriate.
- Assist with medication administration and medication management systems, including creation, review, and accuracy of Medication Administration Records (MARs), under the clinical direction of the Medical Director and in accordance with BFY policy.
- Support youth in accessing and maintaining off-site health services, including primary care, dental care, mental health care, substance use services, reproductive and sexual health services, vision care, and other specialty services.
- Help youth navigate healthcare systems, enroll in or access eligible health insurance and benefits, understand care recommendations, and strengthen health literacy.
- Advocate with and for youth to reduce barriers to healthcare and connect youth to culturally responsive, affirming, and accessible resources.
- Support continuity of care by helping youth establish ongoing, youth-friendly healthcare and appropriate medical homes during their time at BFY and as they transition from programs.
- Transport or accompany youth to healthcare appointments when needed and appropriate, using BFY vehicles in accordance with agency policy.

Health Education, Consultation & Partnerships

- Develop, maintain, and regularly update culturally responsive health resources and referral pathways, with particular attention to pregnant and parenting youth, young children, LGBTQ+ youth, and youth from communities that experience barriers to healthcare.
- Develop and provide health education for youth and co-facilitate groups focused on health, wellness, healthy development, parenting and child health, and related topics.
- Provide consultation, education, and support to BFY staff on health-related topics, medication practices, and strategies that support the health and well-being of youth and young families.
- Participate in case consultation and collaborate with case managers, Youth and Family Advocates, therapists, medical providers, and other program staff to coordinate services and maximize outcomes for youth.
- Build and maintain effective working relationships with community healthcare organizations, clinics, public health partners, and other referral resources.

Health Collective & Administrative Responsibilities

- Work closely with the Medical Director, who oversees medical care and services, medication management, and health-related clinical guidance and training.
- Collaborate with the Clinical Director and mental health therapists to support integrated physical and mental health care and coordinated services.
- Coordinate the Health Collective goals to support youth well-being, connect youth with ongoing healthcare, and strengthen staff knowledge related to the health needs of youth and young families experiencing homelessness.
- Maintain timely, accurate, and confidential health-related documentation, youth records, case notes, referrals, and follow-up information in accordance with BFY policies and applicable privacy requirements.
- Follow all BFY programmatic and organizational policies and procedures, all applicable licensure and laws, maintain appropriate professional boundaries and confidentiality, and complete required documentation and follow-up.
- Manage responsibilities independently within a 0.75 FTE schedule, communicate priorities and capacity with the supervisor, and collaborate across programs to focus nursing time on the highest-priority health needs.
- Perform other related duties as assigned that are consistent with the scope and purpose of the position.

Qualifications/ Required Skills

Required

- Current unrestricted Registered Nurse (RN) license in Minnesota.
- Clinical experience working with children, adolescents, and/or young adults.
- Experience with medication administration and medication management.
- Strong organization, attention to detail, documentation, and follow-through.
- Strong verbal, written, and interpersonal communication skills with youth, families, staff, healthcare providers, community partners, and leadership.
- Ability to work independently with appropriate supervision, take initiative, clarify priorities, and organize workload efficiently within a part-time schedule.
- Commitment to culturally responsive, equitable, inclusive, and youth-centered practice and interest in working with youth experiencing homelessness.
- Ability to use electronic records, databases, and online tools for documentation and care coordination.

- Ability to maintain confidentiality with sensitive health and personal information and maintain appropriate professional boundaries.
- Ability to work a flexible schedule based on program and youth needs, including occasional evening or weekend hours when necessary.
- Experience and ability to work with Microsoft Office applications (Word, Excel, Access, PowerPoint & Outlook) as well as Client Record Management (CRM)
- Must be 21 years of age or older
- Must not have been a resident of any BFY program within the last three years
- Must clear a background check
- Must have a valid driver's license, satisfactory driving record, and valid auto insurance with bodily injury liability limits of $100,000 per person and $300,000 per accident

Preferred

- Public Health Nurse registration or public health nursing experience.
- Experience in community health, pediatric, adolescent, family, or young adult healthcare settings.
- Experience working with youth experiencing homelessness, pregnant or parenting youth, young families, or youth who have experienced marginalization.
- Experience with health promotion, health education, care coordination, benefits navigation, and community-based referral systems.
- Experience working in shelter, supportive housing, outreach, or other 24/7 service environments.
- Lived experience similar to the youth served by BFY
- Bi-lingual (English-Spanish) with high proficiency of verbal and written skills

To Apply

Submit cover letter, references, and resume to **resume@bridgeforyouth.org**

The Bridge for Youth is an Equal Opportunity Employer committed to embracing diversity and individuality, and opposed to practices which discriminate on basis of race, gender, sexual orientation, religion, handicap, disability, age, or nationality. We apply this policy of unbiased consideration not only to our hiring process, but also to recruitment, promotion, transfer, compensation, layoff, and termination. We are further committed to taking affirmative action to ensure our employment opportunities are accessible to individuals who meet the qualifications conducive to available positions, and we encourage all interested jobseekers to apply. EEO/AA.