



321 Blue Hill Avenue
Dorchester, MA 02121
617.445.1228

www.caribbeanfoundation.net

Homemaker/Home Health Aide

Department: Clinical Services

Reports To: Clinical Manager

Position Status: Full-Time/Part-Time/Per Diem (as applicable)

About Caribbean Foundation of Boston

Caribbean Foundation of Boston (Urban Community Homemaking) provides compassionate, culturally responsive home care services that help older adults and individuals with disabilities remain safely and independently in their own homes. We are committed to delivering exceptional care while creating a supportive and inclusive workplace for our employees.

What We Offer

- Flexible schedules
- Paid training and in-service education
- Supportive clinical team
- Opportunities for professional growth
- Meaningful work serving the community
- Competitive pay and benefits (if applicable)

Position Summary

Join Caribbean Foundation of Boston and make a difference every day. We're looking for compassionate and dependable Home Health Aides/Homemakers who are passionate about helping individuals remain safe, independent, and comfortable in their own homes. This position provides care in accordance with individualized care plans and agency policies while serving as an important member of our interdisciplinary care team. Flexible scheduling options are available, including full-time, part-time, and per-diem opportunities.

Essential Responsibilities

- Assist clients with personal care, bathing, dressing, grooming, toileting, transfers, mobility, and meal preparation.
- Perform light housekeeping, laundry, grocery shopping, and other homemaking tasks identified in the client's care plan.
- Support client independence while maintaining dignity, privacy, and respect.

Documentation & Communication

- Observe and promptly report changes in client condition.
- Complete required documentation and EVV accurately and on time.
- Communicate effectively with supervisors, nurses, clients, and family members.

Compliance & Professionalism

- Follow agency policies, HIPAA, infection control, and state regulations.
- Participate in required training and competency evaluations.
- Perform other duties as assigned.

Qualifications

Required

- Massachusetts Home Health Aide certification or equivalent training
- High school diploma or GED preferred
- Reliable transportation
- Ability to communicate effectively
- Ability to pass all required background and health screenings

Preferred

- Bilingual (English/Spanish, Haitian Creole, or Cape Verdean Creole)
- CPR certification
- Previous home care experience

Physical Requirements

- Lift, reposition, and assist clients in accordance with agency policy using proper body mechanics and assistive devices.
- Push and pull mobility equipment.
- Ability to work in varying home environments.
- Ability to communicate effectively.



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Scope of Practice

Home Health Aides perform only those services authorized by the client's care plan and Massachusetts regulations. Duties requiring licensed clinical judgment, medication administration, sterile procedures, or other skilled nursing services are outside the scope of this position.

Work Environment

- Work is performed primarily in clients' homes throughout the service area.
- Travel between client locations is required.
- Exposure to household pets, environmental allergens, and varying home conditions may occur.
- Universal precautions and infection prevention practices must be followed at all times.

To Apply: Please submit your resume and a brief summary of your relevant experience to info@caribbeanfoundation.net

Pay Disclosure

The starting pay for this position is \$20 per hour.

Actual compensation may be determined based on several factors, including relevant education, training, certifications, experience, internal equity, market conditions, and the organization's operational and budgetary needs. Compensation is subject to change in accordance with applicable laws and organizational policies.

Equal Employment Opportunity

Caribbean Foundation of Boston strongly believes in equal employment opportunities for all employees and applicants for employment. Our organization's success depends on the skills of qualified people, regardless of their race, age, color, religion, national origin, ancestry, sex (including pregnancy, gender identity, and expression), sexual orientation, protected genetic information, veteran status, disability, or any other characteristic protected by law. We will not discriminate based on these characteristics in any personnel action.