

Job Posting: Phlebotomist & HIV Test Counselor

Petersburg, VA Location

- **Job Title:** Phlebotomist & HIV Test Counselor
 - **Location:** Petersburg, VA
 - **Job Type:** Full-Time
 - **Salary Range:** \$40,000-\$48,500
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Job Summary

We are seeking a compassionate, skilled, and detail-oriented **Phlebotomist & HIV Test Counselor** to join our team. In this dual role, you will be on the front lines of community health, performing safe and accurate blood draws (phlebotomy) while providing critical, empathetic pre- and post-test counseling.

The ideal candidate possesses strong clinical skills, deep empathy, and an understanding of harm reduction and trauma-informed care. You will play a vital role in reducing stigma, educating clients, and connecting individuals to essential care and prevention resources (such as PrEP, PEP, and HIV medical care).

Key Responsibilities

1. Counseling & Client Advocacy

- Conduct empathetic, confidential, and client-centered pre- and post-test HIV/HCV counseling.
- Perform rapid HIV and Hep C testing (capillary sticks&) and accurately interpret results.
- Provide comprehensive risk-reduction counseling, assisting clients in developing practical harm-reduction plans.
- Deliver positive test results with extreme sensitivity, providing immediate intervention and emotional support.

- Facilitate warm handoffs and direct referrals to HIV medical care, case management, partner services, and prevention resources (PrEP/PEP).

2. Phlebotomy & Clinical Duties

- Perform safe, accurate venipuncture (blood draws) and capillary sticks on a diverse patient population.
- Properly identify patients and label, process, centrifuge, and prepare specimens for laboratory transport according to OSHA and clinic protocols.
- Maintain a clean, sterile, and fully stocked testing and blood draw station.
- Adhere strictly to infection control, biohazard disposal, and universal precaution standards.

3. Administration & Compliance

- Accurately document client interactions, consent forms, and lab results in the Electronic Health Record (EHR) system.
- Maintain strict client confidentiality in compliance with HIPAA regulations.
- Assist with state and local health department data reporting requirements.
- Participate in community outreach events, mobile testing clinics, and staff meetings as required.

Qualifications & Requirements

- **Certification:** Active Phlebotomy Technician Certification (CPT-1, ASCP, or equivalent state-approved certification).
- **HIV Counseling:** Completion of a state-approved HIV Pre/Post-Test Counselor Training course (or willingness to complete it within 30 days of hire).
- **Education:** High school diploma or equivalent (Associate's or Bachelor's degree in public health, social work, or a related field is a plus).
- **Experience:** Minimum of [1-2] years of experience performing venipuncture and working in a clinical or community health setting.
- **Skills:**
 - Exceptional active listening and communication skills.

- Experience working with marginalized communities (including LGBTQ+, undocumented individuals, and people who inject drugs) with a strong commitment to health equity.
 - Proficient computer skills and familiarity with Electronic Health Records (EHR) software.
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Preferred Qualifications

- Bilingual in Spanish.
 - Prior experience working in harm reduction, sexual health, or substance use programs.
 - Certified Phlebotomy Certification
 - Knowledge of local community health resources and public insurance navigation.
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Benefits & Perks

- Monthly healthcare assistance benefit.
 - Paid Time Off (PTO) and paid holidays.
 - 401(k) retirement plan with employer match.
 - Continuing education units (CEUs) and professional development support.
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How to Apply

If you are passionate about public health and dedicated to providing non-judgmental, high-quality care, we want to hear from you! Please submit your **resume** and a **brief cover letter** explaining your interest in this role to robert@nationzfoundationrva.org with the subject line *"Phlebotomist and HIV Test Counselor Application - [Your Name]"*.

Our organization is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.