

Executive Office of Health and Human Services (EOHHS)

Employee Value Proposition (EVP)

Are you ready to be part of something truly impactful? At the Executive Office of Health and Human Services (EOHHS), we are not just a team - we are a force for positive change in the Commonwealth of Massachusetts. We are on a mission to promote health, resilience, and independence for everyone in the Commonwealth. Currently we serve 1 in every 3 residents!

You can be at the heart of programs that touch every community, supporting individuals from all backgrounds and experiences. As a valued employee of EOHHS, you will not just have a job - you will have a career with purpose! Join us in shaping a brighter future for Massachusetts. With over 23,000 dedicated professionals working across the state, we are reducing health disparities, strengthening the social safety net, and addressing the critical social determinants of health.

At EOHHS, we impact individuals and transform communities. Join us and be part of an organization that is changing lives, one individual at a time. Your journey towards a meaningful career starts here, with EOHHS.

The Executive Office of Health and Human Services comprises of 11 agencies in addition to the MassHealth Insurance Program:

- Department of Children and Families (DCF)
- Department of Developmental Services (DDS)
- Department of Mental Health (DMH)
- Department of Public Health (DPH)
- Department of Transitional Assistance (DTA)
- Department of Youth Services (DYS)
- Executive Office of Elder Affairs (ELD)
- Executive Office of Health and Human Services (EHS)
- Massachusetts Commission for the Blind (MCB)
- Massachusetts Commission for the Deaf and Hard of Hearing (MCDHH)
- Massachusetts Rehabilitation Commission (MRC)
- MassHealth Insurance Program
- Office for Refugees and Immigrants (ORI)



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Discover the Exceptional Benefits of Joining EOHHS

Our employees' career, health and well-being is important. We offer a comprehensive benefits package that supports personal and professional growth:

- **75% State-Paid Medical Insurance Premium:** Affordable health care is a top priority. Enjoy comprehensive medical coverage. You pay 25% and the state pays 75% of the premium.
- **Dental and Vision Plans:** Take care of your oral and visual health with affordable plans designed for your peace of mind.
- **Flexible Spending Accounts:** Manage your expenses effectively with flexible spending accounts that cater to your individual needs.
- **Low-Cost Life Insurance:** Gain peace of mind knowing you are covered with our low-cost life insurance plan.
- **Plan for Your Future:** A state employees' pension and a deferred compensation plan, paving the way for a comfortable retirement.
- **Generous Time-Off:** Recharge and make the most of life with 12 paid holidays per year, as well as competitive sick, vacation, and personal time.
- **Other Leave Types:** Including Bereavement, Civic Duty, Blood and Organ Donation, we're here to support you in every aspect of your life.
- **Extended Illness Leave Bank (EILB):** Access to a statewide bank for those who experience an extended injury or illness recover a portion of their salary due to extended unpaid leaves of absence.
- **Invest in Education:** Pursue higher learning at Massachusetts state colleges and universities with our tuition benefit, which extends to both you and your spouse.
- **Wellness and Rewards:** Stay motivated and healthy with our incentive-based wellness programs, where your achievements are met with recognition and rewards.
- **Building Our Dream Team:** Help us build a stellar organization with a generous \$2500 employee referral bonus - because we believe in the power of great referrals.
- **Fuel Your Career Growth:** Unlock opportunities for professional development and continuing education, ensuring your career reaches new heights.
- **Employee Assistance Program (EAP):** Your mental and emotional well-being are crucial. Benefit from our Employee Assistance Program designed to provide the support you need.
- **Student Loan Forgiveness:** We are a qualified employer for the Public Service Student Loan Forgiveness Program, so you can make a difference in the Commonwealth while also tackling your student loan debt.



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Career Fields at EOHHS: Shaping Lives, Building Futures

Joining EOHHS means being part of an organization that encompasses a wide array of career fields, each playing an essential role in the betterment of lives across the Commonwealth of Massachusetts. Our dedicated professionals work tirelessly in areas ranging from healthcare and mental health to policy development and welfare services. Here is a glimpse into some of the dynamic career opportunities that await you at EOHHS:

- **Adaptive Equipment Support Services:** Professionals in this field specialize in providing equipment and solutions to aid individuals with disabilities in leading independent lives.
- **Child and Family Welfare:** Experts in this field focus on ensuring the well-being and safety of children and families through various support and intervention programs.
- **Compliance and Regulatory Affairs:** These professionals are responsible for ensuring that all operations and activities within the organization comply with relevant laws, regulations, and policies.
- **Developmental Disabilities:** This field concentrates on assisting individuals with developmental disabilities to reach their full potential and lead fulfilling lives.
- **Direct Care and Support:** These professionals offer direct assistance and care to individuals in need, in our hospitals, community, or residential settings.
- **Diversity, Equity, Inclusion and Access:** This career area focuses on promoting diversity, equity, and inclusivity within the workplace, supporting accommodation requests, promoting access, and ensuring equal opportunities for all our employees.
- **Finance and Accounting:** Experts in this field manage financial resources, budgets, and accounting processes to support the organization's operations.
- **Food and Dietary Services:** Professionals in this field oversee the planning, preparation, and distribution of food services in various settings including our hospitals and human services facilities.
- **Group Home Support:** This career involves providing counseling and support to individuals residing in group home settings, often those with developmental or behavioral health needs.
- **Human Resources:** HR professionals manage recruitment, employee relations, professional development, benefits, and other aspects of personnel management.
- **Information Technology:** IT specialists focus on managing and maintaining technology systems, networks, and applications crucial for the organization's operations.
- **Juvenile and Adolescent Services:** This field involves providing specialized services and support to youth and adolescents, often in challenging circumstances.
- **Laboratory Sciences:** This field conducts research, experiments, and analysis in our public health state laboratory, contributing to research advancements in health.



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- **Legal and Investigatory Services:** This area deals with legal matters, investigations, and compliance with laws and regulations within the organization.
- **Management/Operations:** Managers oversee various aspects of the organization's operations, ensuring efficiency and effectiveness in achieving goals.
- **Mental Health:** Mental health professionals provide support, counseling, and treatment to individuals experiencing mental health challenges.
- **Nursing:** Nurses play a critical role in providing healthcare services, including patient care, treatment, and education in our hospitals, community, or residential settings.
- **Occupational Therapy:** Occupational therapists assist individuals in regaining or developing skills necessary for daily living and work.
- **Physical Therapy:** Physical therapists help individuals recover from injuries, surgeries, or other medical conditions by providing specialized exercises and treatments.
- **Policy and Planning:** Professionals in this field are responsible for developing, implementing, and evaluating policies and plans that guide the organization's activities.
- **Program Administration:** This role involves overseeing and managing specific programs or initiatives within the organization.
- **Psychology:** Psychologists focus on mental and emotional well-being, providing assessments, therapy, and support to individuals.
- **Public Health:** Public health experts work on initiatives and programs to improve the health and well-being of our communities.
- **Research and Analytics:** Professionals in this field conduct studies, gather data, and analyze information to inform decision-making and strategy.
- **Safety and Security:** This area is dedicated to ensuring the safety and security of individuals, facilities, and assets within the organization.
- **Social Work:** Social workers provide support, advocacy, and resources to individuals, children and families facing various challenges.
- **Speech/Language Therapy:** Speech therapists work with individuals to improve communication and language skills.
- **Training and Development:** This field focuses on designing and delivering training programs to enhance the skills and knowledge of employees.
- **Transportation Services:** Professionals in this area manage and coordinate transportation logistics, ensuring safe and efficient travel.
- **Vocational Rehabilitation and Counseling:** This career field is centered around assisting individuals with disabilities in gaining employment and achieving vocational goals.

These are just a few examples of the diverse and impactful career fields within EOHHS. Each role plays a crucial part in our mission to promote health, resilience, and independence for Massachusetts residents.



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