

Director of Family Engagement

We are looking for a Director of Family Engagement (DFE) who can champion the family finding and engagement work done by CASA and lead the program team in efforts to integrate family finding and engagement into all advocacy efforts.

CASA of Travis County believes every child who has experienced abuse or neglect deserves to have a dedicated advocate speaking up for their best interest in court, at school, and in our community. To accomplish this, the team at CASA educates and empowers diverse community volunteers who ensure each child's needs remain a priority in an overburdened child welfare system. Through inclusive, honorable and respectful involvement with families, courts and all parties, CASA makes independent and educated recommendations that prioritize children's safety and, wherever possible, preserve connections to their families.

As the Director of Family Engagement, you will report to the Senior Director of Advocacy and be a member of the Advocacy Leadership team and the Program Leadership team. The DFE supervises the Family Finding Specialist, Early Family Engagement Specialists, and the Resource Specialist, and takes the lead in ensuring a focus on the value of family engagement and relational permanency for the Program Team. The DFE manages assignment of Family Finding, Early Family Engagement, and Resource Specialist referrals, and coordinates the flagging of other cases at higher risk for permanency barriers for technical assistance and support. The DFE coordinates at least quarterly training opportunities for CASA staff and volunteers on best practices related to family engagement. In collaboration with the Senior Director of Advocacy, the DFE compiles and analyzes family engagement data and makes recommendations for data-informed quality improvement in family engagement practices. The DFE will demonstrate cultural humility in their interactions with staff, volunteers, children, and families and will demonstrate a commitment to volunteer engagement, child safety, and race equity in all endeavors.

At the end of your first year, success would mean demonstration of collaborative relationships across the program team so that family engagement is more fluidly integrated across each team.

The Director of Family Engagement is a critical role to move CASA of Travis County towards meeting our vision of providing a volunteer advocate, safe home and promising future for every child in Travis County who needs us.

Use the following link to apply:

<https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=73036&clientkey=6134204B6AAD5458C5AEA1BC7AA3A526>

Responsibilities

1. Family Engagement Leadership and Staff Management

- Leads CASA efforts to develop and maintain a culture in which family engagement is prioritized for all families served by CASA of Travis County.
- As a member of the Program Leadership Team, ensures that family engagement is integrated into training and advocacy efforts.
- Acts as technical expert to assist the advocacy team in managing family engagement work.
- Demonstrates a strong understanding of the importance of relational permanence for children and youth and promotes relational permanence as a priority for the Program team.
- Promotes race equity in family engagement practices and champions family engagement as an essential tool for advancing race equity for families involved in the child welfare system.

Seniority Level

Director

Employment Type

Full-Time

Reports To

Senior Director of Advocacy

Starting Salary

\$70,000

2. Family Engagement Program Development and Evaluation

- Monitors research evidence to ensure that CASA follows best practices regarding family engagement advocacy efforts.
- Advances CASA's knowledge of best practices in family finding and engagement by seeking and consuming collaboration and training from other experts in the field.
- Collaborates with Chief Program Officer and Senior Director of Advocacy to develop appropriate family engagement program goals and outcome measures focused on relational permanency for children and youth to whom CASA is appointed.
- Oversees family engagement data collection and analysis, including collaborating with the Director of Data and Evaluation on the creation of unique tracking streams and reports specific to family engagement efforts for Family Engagement and Program teams.
- Monitors progress toward family engagement program goals using quantitative and qualitative data and uses this data to set the culture of the team.

3. Community Awareness and Partnerships

- Builds and maintains effective relationships with others on the CASA Program team, CASA volunteer advocates, attorneys, CPS staff, and other stakeholders in the Travis County child welfare system.

Qualifications

- A minimum of a Bachelor's degree is required. CASA of Travis County welcomes employees from diverse educational backgrounds and degree programs. In lieu of a degree, significant professional relevant experience may be considered.
- Demonstrated integrity, honesty, and ethical conduct.
- Demonstrated passion for CASA's mission and the work of the Family Engagement program.
- Demonstrated commitment to diversity of thought, experience effectively working with a diverse population, and understanding of the impact of race and equity in larger systems.
- Experience in managing programs, staff, or volunteers.
- Understanding of child and family advocacy issues as they relate to the child welfare system, particularly in Travis County.
- Ability to clearly identify permanency planning issues for youth and to provide effective advocacy to move families toward permanency.
- Experience utilizing data collection and analysis to drive programmatic decision-making.
- Demonstrated ability to communicate clearly and concisely, both orally and in writing.
- Demonstrated ability to work under time constraints, be goal-oriented, and maintain productive and effective relationships with staff, volunteers, and community stakeholders.
- Demonstrated resilience, flexibility, and self-awareness.

Preferred Qualifications

- Experience supervising paid staff.
- Experience in the Travis County child welfare system and/or with the CASA model.
- Training or experience in permanency issues, both legal and relational, for children involved in the child welfare system.
- English/Spanish fluency.

Physical Requirements and Work Environment

The Director of Family Engagement (DFE) will spend some time in the office that could involve intermittent physical activities including bending, reaching, sitting and walking during working hours. The DFE will be expected to have daily transportation to attend court hearings, staffings, visitations, fundraising events, etc. Position requires a flexible schedule as communications with advocates may occur in the evenings or on weekends. Additionally, it is anticipated that the DFE may spend several hours each day seated at a computer. Reasonable accommodations may be made to enable a person with physical disabilities to perform the job.