



STRENGTHENING THE VOICES OF CASA STATEWIDE

TEXAS CASA SEEKS COLLABORATIVE FAMILY ENGAGEMENT DIRECTOR

Location: Austin, Texas

Reports to: Chief Network Services Director

Effective: 12/17/24

Texas CASA (Court Appointed Special Advocates) is part of a national volunteer movement that began in 1977 in Seattle when a juvenile court judge conceived the idea of citizen volunteers speaking up for the best interests of children who are in foster care due to allegations of abuse or neglect. Today, the CASA movement has evolved into one of the largest volunteer organizations in the country. CASA volunteers are appointed by judges to watch over and advocate for these children in court, school and other settings, with the goal of reuniting children with their families whenever safe and possible. Volunteers stay with each case until it is closed with the goal of ensuring these children are kept safe and have the opportunity to thrive and grow.

In Texas, there are 74 local CASA volunteer advocacy programs with more than 9,000 volunteers serving nearly 24,000 children in 219 counties across the state. Texas CASA is the statewide organization that provides funding, resources, training and support to these local programs to ensure they can operate effectively and seek out the best possible volunteers who will advocate passionately for the children they serve.

Texas CASA is an inclusive, welcoming and affirming organization that values, celebrates and actively seeks out diverse candidates. We are an equal opportunity employer and do not discriminate against any individual, employee or applicant on the basis of race, national origin, color, creed, sex, age, pregnancy, sexual orientation, gender identity, gender expression, disability, or veteran or citizenship status. People of all identities are encouraged to apply.

POSITION SUMMARY:

The Collaborative Family Engagement Director oversees statewide efforts to enhance CASA advocacy in being child centered, family focused, trauma and connection informed. The Collaborative Family Engagement Director oversees the design, development and implementation of family searching and family engagement as well as advocacy initiatives including, or related to, Collaborative Family Engagement. The Collaborative Family Engagement



Director trains, coaches and supports Texas CASA staff and consultants, as well as child protection professionals, stakeholders and others across the state.

ESSENTIAL DUTIES & RESPONSIBILITIES:

Oversee and provide direction of Collaborative Family Engagement (CFE) efforts across the state and at Texas CASA.

1. Actively work towards a family engagement and connection informed lens being embedded at Texas CASA, within the CASA network, and within the Texas child welfare system.
2. Provide management and direct supervision, coaching and support to the team of CFE Coaches.
3. Collaborate with DFPS, CPS, Community Based Care providers, members of the judiciary, attorneys and other stakeholders to maximize the benefits of CFE work to secure permanency and connections for children in state care.
4. Use data, practice learnings and annual trends to continuously evaluate and evolve the CFE approach.
5. Oversee the creation of CFE and related practice tools, at times with direct involvement or development work.
6. Develop, implement and facilitate an annual training plan and coaching model for local CASA programs, CPS, judiciary and community partners.
7. Develop and facilitate a statewide implementation plan of CFE.
8. Monitor growth of CFE practice within the CASA network, set growth goals, evaluate, and revise goals. Support team in reaching those goals with local programs.
9. Oversee and/or support all components of CFE implementation including CFE Train the Trainer, CFE Mentoring, Rural and Urban Cohorts, outside of Texas requests, etc.
10. Build strong relationships and work cooperatively with local CASA programs to help establish CFE initiatives and to infuse CASA advocacy with understanding and utilization of the benefits of CFE for children and youth in state care.
11. Serve as an expert for those involved in the CFE initiative (CPS, CASA, etc.) and in the review of statewide materials to ensure a family connection lens.
12. Identify and negotiate contracts and arrangements with family searching vendors, search software and other needed tools.
13. Develop and maintain a high level of understanding of the current practices and future trends of the child welfare system, including but not limited to best practices, strategies and techniques for: family searching, family engagement, family meeting facilitation, Family First Act, Community Based Care (CBC), early intervention, early childhood application, trauma-informed practice, and connection centered work.
14. Represent Texas CASA by actively participating in stakeholder meetings, conferences, and other initiatives.
15. Conduct site visits to assist with and learn about local CFE efforts.
16. Work with DFPS or others for CFE evaluation research components.
17. Coordinate logistics for and facilitate CFE training and events across the state.
18. Integrate CFE elements into other Texas CASA initiatives and practices.



19. Manage the annual CFE program budget, including invoicing, purchase orders, contracts, approval of team member expenses, etc.
20. Manage contracts with local programs and grant deliverables.

Oversee and provide direction on other advocacy initiatives across the state and at Texas CASA that belong under the umbrella of connections, support networks, belonging, family engagement, and specific age populations related to the above (older youth, 0 to 5, etc.).

1. Develop and implement a plan to utilize the Children's Hope Survey for children and youth that CASA is appointed to. This will include but is not limited to how to use, tracking results, using results to inform advocacy, possible tool or resource development.
2. Support trauma informed practices, projects and contracts.
3. Utilizing existing resources, formalize a statewide plan for supporting children to be connected to their parents or family members who are incarcerated.
4. Continuously explore and innovate around other best advocacy practices for local CASA programs, and children and families involved in the foster care system.
5. Work with other teams at Texas CASA to support best advocacy practices for children.

ADDITIONAL FUNCTIONS:

1. Cross team coordination, as needed
2. Perform all other duties and complete special projects as assigned by the Chief Network Services Officer.

MINIMUM QUALIFICATIONS:

1. Bachelor's degree in relevant field and experience in child welfare and/or social work, Master's degree preferred.
2. Minimum 5 years of experience
3. Experience in program administration, budgeting, management, child welfare issues, training and/or coaching preferred.
4. Must pass a background check.

KNOWLEDGE, SKILLS & ABILITIES:

- Strong, demonstrated investment and commitment to family searching and engagement.
- Knowledge of the Texas child protection system and CASA is essential.
- Experience with the Texas child protection system is preferred.
- Knowledge of trauma informed care, family engagement and collaboration models and evidence-based practices is essential.
- Strong verbal and written communication skills.
- Skill in analysis and evaluation of complex program and policy issues.
- Skill in performing research and synthesizing and organizing information in oral and written form for a wide variety of audiences, including CASA staff and volunteers, state agency personnel, members of the judiciary and other stakeholders in the child protection system.
- Skill in interpersonal relationships, including the ability to work with people under pressure, negotiate among multiple parties, identify and resolve conflicts and establish and maintain effective working relationships with local CASA staff, CPS and other stakeholders.



- Possess excellent skills in leadership, people and project management, training, public speaking and facilitation.
- Ability to manage multiple projects simultaneously, work independently and prioritize responsibilities.

PHYSICAL REQUIREMENTS & WORK ENVIRONMENT:

- Up to 75% of work will primarily be performed in a home office environment requiring ongoing computer use.
- Travel is required up to 25% of the time throughout the state of Texas. During this time, the employee may be occasionally exposed to a variety of working and environmental conditions.
- Must be able to remain stationary or move about for long periods of time and ability to move objects, up to 50 pounds.

FLSA STATUS: Exempt

COMPENSATION: Salary range: **\$90,000 - \$100,000** depending on experience.

BENEFITS:

Hybrid (partially remote and in-person) working environment. In addition, new staff will be eligible to participate in Texas CASA standard employee benefit programs on the first of the month after 30 days following the date of hire. Benefits include:

- Medical, Dental, Vision
- Group Life and Accidental Death and Dismemberment Insurance
- Short- and Long-Term Disability
- Vacation, Personal Days, Paid Sick Time
- 403(b) Retirement Plan with 5% Employer Contributions

HOW TO APPLY:

Please upload a PDF cover letter, resume, and three references to <https://apply.workable.com/texas-casa/j/65D8D9C4DC/>. Please submit requested documents in PDF format only. We do not accept phone inquiries regarding the position.

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