

JFS Program Advisor (Safety Culture Advisor) (3877-12)

Highly Competitive Employee [Benefits Package](#) and Generous Paid Time Off

11 Paid Holidays, Immediately Begin Accruing Paid Vacation and Sick Time, and Paid Parental Leave. Ohio Public Employee Retirement System which includes 14% Employer Contribution AND a defined benefit option.

Highly Competitive and Comprehensive Benefits Package: Medical, HRA, Dental, Vision, Employer-Paid Life Insurance, Long-Term Disability, Tuition Reimbursement, Public Service Loan Forgiveness Eligibility, Free On-Site Parking, Wellness Incentives, robust Employee Assistance Program, access to Free Medical and Rx through Marathon Health, plus expansive Behavioral and Mental Health Resources, and More!

DEADLINE TO APPLY: 2/1/2024

WORK LOCATION:

Job & Family Services
222 E. Central Parkway
Cincinnati, OH 45202

WORK HOURS:

(Potential for Hybrid Remote Work Schedule)

ANNUAL SALARY: \$66,186

NOTE: Applicants for positions with Hamilton County Job and Family Services are subject to background screening in accordance with the document: "[Offenses that May Disqualify Candidates for Employment](#)." Convictions from this list may disqualify a candidate for employment with HCJFS.

Applicants for Children's Services positions cannot provide foster care for children in the custody of Hamilton County.

REQUIREMENTS (EDUCATION, EXPERIENCE, LICENSURE, CERTIFICATION):

- Bachelor's degree in Social Work, Psychology, Special Education, Therapeutic Recreation, Sociology, Criminal Justice, Human Services (including a clinical practicum of at least one (1) year), or related field from an accredited college or university; **AND**
- Three (3) years of related direct service and/or administrative experience including one (1) year of children's services management experience; **OR**
- Bachelor's degree in Social Work or related field from an accredited college or university; **AND**
- Three (3) years of related direct service and/or administrative experience including one (1) year of children's services management experience or one (1) year experience as a Quality Review Coordinator.

AGENCY-PREFERRED QUALIFICATIONS:

- Knowledge and skill in Children's Services practice standards and HCJFS Safety Model
- Master's Degree in Social Work or related field

JOB DUTIES (SUMMARY):

- Under direction of Safety Culture Administrator, the Safety Culture Advisor will support the agency's Safety Model. Reviews, analyzes, and provides feedback of existing Children's Services operations to

maintain and improve safety decision making, efficiency, and casework quality and recommends necessary improvements; Develops tools to enrich knowledge of Safety Model practical application; Builds and maintains professional, collaborative working relationships with Children's Services staff.; Monitors and evaluates compliance with Safety Model, Children's Services practice standards and federal, state and local laws and department policies and procedures; Prepares written reports summarizing findings and recommendations; Plans, organizes, and implements methodologies for analysis; Consults with staff and supervisors to develop Safety Decision Making skill and expertise with real-time case application and feedback.123

- Provides direct training and consultation to Section Chiefs, Supervisors and caseworkers to increase organizational knowledge of Safety Model and critical case practices; Designs, develops, and evaluates seminars and conferences, case application tools, and training to support program development in safety decision making; Serves as a technical and training resource for Children's Services staff throughout the entire safety model (Intake through Case Closure); Coaches, monitors, provides work direction, and reviews performance of staff following delivery of new material.
- Provides case specific training, coaching and consultation to Safety Culture Coordinators in their Safety Reviews consisting of identified high risk Children's Services cases; Conducts and manages impartial case review of identified high risk Children's Services cases and fatality reviews independently; Analyzes casework practice, identifies trends and provides documented findings; Makes recommendations for systemic solutions to identified deficits in casework and Safety Model implementation Provides comprehensive reviews of historical information, complexities, patterns of maltreatment, escalating behaviors and negative family conditions using subject matter expertise (in HCJFS Safety model) with Children Services managers and staff, etc. Identifies barriers for completion of follow up and takes an active role to minimize those barriers; Ensures follow up is completed with timeliness and sufficiency with specific urgency when applicable around child safety;
- In collaboration with other supporting sections, assists in development/implementation of new systems, procedures, programs to improve agency casework practice, safety decision making, effectiveness, morale, and/or quality of service through alignment with and support of the Safety Model.
- Attends conferences and training.
- Performs other related duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES: (*Indicates can be developed after employment)

- **Knowledge of:** Children's Services practice standards; HCJFS Safety Model; HCJFS/ODJFS PC systems and applications; ORC and OAC as relevant to Children's Services Practice*
- **Skill In:** Leadership, Critical Thinking; collaboration; building and maintaining relationships to gain trust and confidence, safety decision making, conflict resolution
- **Ability to:** Articulate and explain the HCJFS Safety Model; Manage and identify barriers and create solutions; understand and prioritize daily activities around child safety; comprehend and execute verbal and written direction; work independently on most tasks; accept constructive feedback and use as an opportunity for personal development; collaborate effectively with a wide range of staff, managers, and administrators; reflect social work principles in work with families and peers; show initiative to improving Children's Services practices.

Accurately identify the patterns of prior reports of maltreatment and other pertinent history impacting the household of assessment; present and impending danger safety threats; caregiver protective capabilities; and present danger and impending danger safety plans and the associated actions needed to control danger threats in the home; identify sufficiency of information collected to support and justify the safety decision; identify differences between behavior change and compliance; articulates need for ongoing services rooted in safety concerns for child; able to identify safety concerns upon transfer to ongoing; understands the protective capacity assessment and how to develop case plan off assessment; can identify measurements of change and reflect in case reviews; understands and can articulate when a case can close based on assessment of child safety.

ESSENTIAL JOB FACTORS:

- Must undergo a background check via the Ohio Bureau of Criminal Identification and Investigation (BCI). Must have a car, valid driver's license issued by the state of residency and required auto liability insurance.

POSITIONS SUPERVISED:

- Quality Review Coordinators

BACKGROUND CHECKS REQUIRED:

Background checks consistent with requirements in OAC 5101:2-5-09 must be completed at employment and every ten years following, including but not limited to the following systems:

- State Automated Child Welfare Information System (SACWIS)
- State Child/Abuse Neglect Central Registry Check for any state in which the applicant resided within the last five years
- Ohio Bureau of Criminal Identification Investigation (BCI)
- FBI
- National Sex Offender Public website (WWW.NSOPW.Gov) Code 5101:2-5-09 must be conducted for each prospective employee