

**30 Days to Family® Coach
Job Description
KINNECT**

Post Date: 10/1/2021

Reports To: Regional Director

Job Location: Northeast Ohio, Cleveland Office Based Preferred

Benefits: Medical, Dental, Retirement

At Kinnect, we envision a child welfare system in Ohio where:

- Foster care is a temporary or short-term option
- Children and families are empowered to find solutions to the problems they face
- Direct service providers and social workers can establish and maintain a culture of innovation and excellence
- All stakeholders prioritize permanency in each decision made on behalf of a child and their family

We believe that childhood is a fundamental human right, and that every day for a child in foster care is a day in crisis. We envision a world where families, agencies, resources – and children – work together so that every child is loved and nurtured in a permanent chosen family. We develop partnerships that transform beliefs, values, and actions to achieve permanency for all children in the shortest time possible. We've been advancing this mission since 2005 (as Waiting Child Fund).

POSITION OVERVIEW

The 30 Days to Family® Coach is responsible for providing coaching and support for 30 Days to Family® Specialists and their Supervisors in counties located in a geographical region in which KINNECT operates. The support comes in the form of ensuring fidelity to the model and facilitating communication among assigned counties to develop mutual support and case consultation. The Coach also provides technical assistance to support family searches and genogram development, as well as provides appropriate training to support and sustain the program.

Our Philosophies:

- Every family is unique
- Only the family members are experts on the family
- Every family has its own culture, personalities, family dynamics and history
- Children deserve to be with their family
- Children have a right to maintain kinship and cultural connections
- Relatives have the right to know family members exist
- Active family participation is essential for good outcomes
- All families are entitled to respect from the child welfare system
- Everyone has something to contribute
- Every child has family members that are able and willing to care for them

RESPONSIBILITIES

Essential Functions

- Coach Family Specialists and Supervisors in designated counties on the program model and best practice strategies
- Provide direct support to 30 Days to Family® Specialists, including:
 - Interpreting and articulating the program model
 - Communication among designated counties to develop mutual support

- Regular check-in with Specialists and Supervisors for technical assistance, including relative/kin searching to help move a case forward, barrier busting, and finding family supports
- Regular case consultation with each Specialist, including review of search tools, genogram, and family engagement tools
- Conduct regular program reviews for each Specialist
- Provide technical assistance on the intake and referral process for prospective 30 Days to Family® clients
- Facilitate communication with referral agencies and court personnel to ensure effective service delivery
- Accompany Specialist to meetings and hearings for clients, as needed
- Utilize technology to ensure that all electronic and paper files are properly maintained
- Evaluate how each case's individualized plan meets program benchmarks
- Identify, develop, and facilitate trainings to Specialists, Supervisors, and stakeholders as needed

KEY CAPABILITIES

- Capacity to work among child welfare and court teams
- Demonstrated commitment to the above core philosophies
- Ability to work outside of a "business as usual" model, including:
 - a "relentless" search for family
 - vigorous search for and engagement of fathers
 - a strength-based approach to engaging family members in a problem-solving process to identify and organize their collective resources to support relative placement
- Excellent written and verbal communication
- Strong organizational skills and superior time management
- Professional maturity to work independently, while also engaging with peers and supervisory staff
- Ability to build and maintain effective working relationships
- Ability to maintain emotional equilibrium and put others at ease
- Maintain appropriate sense of humor and perspective
- Ability to adapt and be flexible, especially in diverse environments
- Superior advocacy skills
- Experience in team persuasion and facilitation, including conflict resolution and negotiation
- Ability to present accurate, timely reporting and closing documents
- Adaptability and flexibility
- Ability and comfort working with diverse populations in various environments
- Basic knowledge of Microsoft Office programs
- Understanding of, or ability to learn, Genopro and Accurint software

QUALIFICATIONS & SKILLS

- Bachelor's Degree in social work, family studies, education, counseling, psychology, social services, or closely related field, required
- Experience in the child welfare field with knowledge of foster care and adoption, strongly preferred
- Licensed social worker preferred, but not required
- Past supervisory experience, preferred
- Ability to commit to KINNECT's core philosophies
- Capacity to work among child welfare and court teams
- Ability to understand and navigate social media
- Demonstrated experience working with interdisciplinary teams utilizing innovative strategies to overcome obstacles

ORGANIZATIONAL EXPERIENCE

Experience in Healthcare, Academia, Social Services, Child Welfare or Behavioral Health, strongly preferred.

WORK ENVIRONMENT

- Travel among assigned counties and surrounding areas, as needed.
- In-office and field work required including community and in-home visits, as needed.
- Working hours that meet the needs of the child and family, i.e. evenings, weekends, or in excess of 40 hours per week
- Some infrequent travel outside the service area for training or meetings may be required.

Interested applicants please visit Kinnect's website to apply.
URL: <https://kinnectohio.org/about/careers/>

