

EVIDENT CHANGE

Inform Systems. Transform Lives.

TEAM DECISION MAKING™ PROGRAM SPECIALIST OR ASSOCIATE

REMOTE-FRIENDLY (OFFICES IN MADISON, WI & OAKLAND, CA)



Do you want to help improve social service systems in the United States and beyond by making them more effective and equitable? Are you ready to work for change? Our work focuses on reforming the systems that serve some of the most vulnerable individuals in our society. Working with Evident Change is an opportunity to be involved in real change in some of our country's most complex social service systems.

WHO SHOULD APPLY?

Evident Change seeks child welfare practitioners and family team meeting facilitators, consultants, trainers, and those with lived experience and firsthand knowledge of these systems to help support our implementation of Team Decision Making™ (TDM). TDM™ is an evidence-supported facilitated family meeting approach that quickly brings together important people who care about children and families at key decision points. Self-motivated collaborative thinkers will thrive in our environment. Our work requires attention to detail, problem solving and facilitation skills, and a commitment to addressing complex social challenges for more effective and equitable systems.

We are looking for candidates with unique child welfare experiences and skill sets: (1) generalists early in their child welfare career and (2) specialists who have and are developing deep expertise in the TDM model and family meeting work.

The salary range for this position is approximately \$55,000 to \$90,000 and depends on experience, qualifications, and work location. You will also have access to a rich benefits portfolio you can customize to fit your needs.

WHAT DOES A TYPICAL WORKWEEK LOOK LIKE?

Get ready to:

- Engage daily with our client social service agencies around the world, and travel (when it's safe!) to our client sites;
- Collaborate as a team across disciplines to help systems improve;
- Facilitate and lead meetings, trainings, and workgroups;
- Develop training materials and curricula;

- Write reports, newsletter articles, blog posts, etc.; and
- Manage projects.

WHAT QUALIFICATIONS DO YOU NEED?

We are committed to expanding diversity, cultural and lived experience, and expertise on our team. Qualifications include:

- A background in child welfare and TDM facilitation or program oversight;
- Experience in direct child welfare practice, coaching, data analytics, training, consulting, and/or lived experience in a social service system;
- Aptitude for problem solving, critical thinking, and adapting to evolving work;
- Commitment to equity, social justice, and personal and professional development in these areas;
- Comfort working with a variety of people and perspectives;
- Basic knowledge of social service systems, their strengths, and their limitations; and
- Basic knowledge of implementation science.

Additional assets include:

- Bachelor's or master's degree or equivalent experience in social work, social science, public policy, or law preferred; other areas of study considered and/or lived experience working in or being a client of a social service system (e.g., child welfare, foster care, juvenile justice);
- Experience using Structured Decision Making[®] assessments;
- Experience making effective presentations and facilitating group discussions; and
- History of efforts to address racism and enhance equity in previous employment or schooling.

Do you have other attributes that we should consider? Tell us! We want to hear about them.

WHO IS OUR TEAM?

Many of us have practiced social work; a few have research and analytics experience; and others have backgrounds in public health, psychology, or sociology. What we share is a commitment to our mission. We want people who bring diverse perspectives and backgrounds, cultures, and lived experiences to the work we do. Diversity helps make our system improvement efforts more informed and effective.

JOIN US!

If you are ready to work for change, and if our mission and values resonate with you, we invite you to consider applying—whatever your level of education or background. Please [apply here](#). If you need assistance with an accommodation due to a disability, please email HR@evidentchange.org or call (800) 306-6223.

We welcome all qualified applicants regardless of race, national ancestry, age, religion, sex, ability, skin color, medical condition, marital status, sexual orientation, gender identity, or any other protected category. We strive to be welcoming to all applicants. Diversity is more than a legal requirement for us; it is one of our core values that we center in our work and our culture. Visit www.evidentchange.org for more information.