



Child and Family Well-Being Director

Position Description

Purpose:

The Child and Family Well-Being Director drives efforts to enhance service outcomes and opportunities for children and families involved in foster care through informed, consistent, and culturally competent case and policy advocacy. This leadership role focuses on advancing family-centered practices and addressing complex issues such as health, education, permanency, immigration, and the needs of special populations. The Director will lead the development and coordination of statewide advocacy initiatives, working collaboratively with the Board, CASA network, staff, and partners. This position is essential to ensuring internal effectiveness, strategic project management, and resource generation. This position reports directly to the Executive Director.

Primary Responsibilities:

- Design and implement statewide advocacy initiatives designed to improve outcomes for children and families
- Lead and coordinate efforts around equity and inclusion centered on improving quality volunteer advocacy by building competence and skill in addressing systematic barriers that impact children experiencing foster care and result in disparate outcomes
- Lead continuous improvement efforts around effective advocacy and inclusive practices
- Represent and collaborate with partner organizations and agencies and staff on collaborative opportunities and resources for the CASA network

Specific Responsibilities:

- Provide specialized expertise in child welfare policy, inclusion practices, and child and family well-being to the CASA network in support of quality and responsive advocacy
- Build and maintain productive relationships with collaborative partners
- Serve as a liaison with DFCS, child welfare partners, providers, and the network
- Coordinate statewide Race, Equity, Diversity, and Inclusion (REDI) training, planning, and evaluation to include curricula, resources, and consultation
- Facilitate resource sharing specific to education, complex needs, CSEC, LGBTQ+, transitional age care, and family support
- Support a culture of inclusion and commitment to equity
- Conduct evaluations and incorporate feedback to inform continuous improvement efforts and future development, and provide data for organizational planning and reporting
- Participate in strategy development and innovation that builds upon the reach, scope, and strengths of the CASA network
- Serve as a member of the leadership team in supporting operations, staffing, resource generation, and excellence in advocacy
- Engage with the Board, network, and staff in support of organization planning, innovation, and service provision

Qualifications and Requirements:

- Master's degree preferred; bachelor's degree required in social work, human services, or public policy
- Minimum of eight years of direct or related experience
- Demonstrated expertise and knowledge in child welfare, social justice, family engagement, case management, child advocacy, and well-being
- Demonstrated work experience in human services, social work, advocacy, or related work experience
- Experience in training and coaching of staff and volunteers as well as an organizational leader
- Informed and interested in federal and state policy and practice issues and opportunities
- Understanding of the professional code of ethics, such as NASW, and its application in child welfare settings
- Demonstrated commitment to DEI principles and experience in promoting equity in professional settings
- Demonstrated ability to establish and cultivate relationships with a wide range of constituencies
- Demonstrated leadership ability
- Experience in project management, implementation science, inclusion training, and system-level advocacy
- Ability to work independently and as a part of a small team supporting a large statewide network
- Excellent verbal and written communications skills
- Ability and willingness to travel across Georgia for trainings, meetings, and conferences
- Pass screening requirement, including criminal background checks
- Proficiency in Microsoft Word, Excel, Power Point, and Outlook

LOCATION: Atlanta-based

TRAVEL: 30%, mostly in-state for single-day and multi-day on-site support with affiliates and partners, state meetings, and events

COMPENSATION: \$80,000 - \$85,000 with competitive health, dental, vision, and retirement benefits

OFFICE ENVIRONMENT:

- Mission-focused; affiliate and volunteer-centered
- Collaborative, supportive, and adaptive
- Compassionate, inclusive, and connected
- Hybrid-friendly
- Flexible

OFFICE CULTURE:

Georgia CASA is an established, mid-sized nonprofit organization that through its committed, dedicated staff, trusted advocates, board leaders, and network staff, advocate for the best interest of children and their families and work to advance system change. Our work is concentrated on strengthening and supporting our local affiliates, through collaborative efforts, relationships, and appreciation and understanding of community-driven action.

Members of the Georgia CASA team become proficient in recognizing and celebrating the diversity and uniqueness of our state - its people, beauty, and struggles - through our time in service with local advocates, on-site visits and trainings, and ongoing contact with network advocates. We recognize the role of individuals, empowered with knowledge and personal experiences, in effecting change within communities, our organization, and the CASA network.

Together, we uphold an inclusive, welcoming, and compassionate environment in which to serve, grow, lead, and learn. We strive for quality, equity, connectedness, and stability and seek others who share in furthering these attributes. We are accountable to each other, our network advocates, our supporters, the judiciary, our partners and, above all, the children and families of the state.

Georgia CASA is an equal opportunity employer, and as such, takes affirmative action to ensure that discrimination does not occur on the basis of race, creed, color, age, sex, national origin, marital status, sexual orientation, religious or political affiliation, disability, or any other classification considered discriminatory under applicable law.

October 2024

APPLICATION PROCESS:

Email resume and cover letter to resumes@gacasa.org. Please list subject line as follows:
Well-Being Director Position: [Name of Applicant]

Applicants accepted through Nov. 24th.

Questions about applying and/or the position? Email resumes@gacasa.org