



FOSTER CARE CHILD WELFARE WORKER

Summary of Position: With guidance and direction from a Child Welfare supervisor, the Child Welfare Worker is responsible for providing strength-based, client-centered, relationship-driven, and family-focused services to children and families served by VOA of IL's Foster Care/Child Welfare Program.

The goals of services provided by the Child Welfare Worker are to:

- Ensure the safety, permanency and well-being of foster care children.
- Pursue concurrent planning to achieve timely and appropriate permanency for children, promoting family reunification when appropriate.
- Provide interventions that stabilize foster care placements.
- Facilitate youth development and preserve children's natural bonds and attachments.

Position Type: This position reports to a Child Welfare Supervisor.

Essential Functions: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The functions listed below are representative of the knowledge, skills and/or ability required for the position.

- Carries a specific caseload that is assigned by the Agency; the caseload includes children, foster parents/caregivers, biological parents and potentially other children remaining in the care of the biological parent.
- Coordinates and/or delivers specific services to the caseload defined above; services and interventions are organized and prioritized around safety, timely permanency and well-being.
- Conducts a thorough assessment of needs and risk factors and develops a comprehensive service plan for each client/case that addresses the identified needs and risk factors.
- Ensures that the services and interventions contained in the service plan are delivered and/or offered to all relative parties involved in the case in a timely and appropriate manner.
- Creates sufficient documentation of all case contacts, events, decisions and conversations in the client file and/or identified database (SACWIS).
- Facilitates regular parent/child and sibling visits when appropriate; including, providing transportation to and from such visits, ensuring the child's primary attachments and bonds are honored.
- Prepares for, attends and provides testimony in juvenile court at scheduled court dates and court appearances (this includes communicating with necessary court personnel, preparing court reports, notifying all parties on the case of court dates and providing necessary documentation to the court personnel).
- Attends and participates in all internal and external case staffing meetings, clinical reviews, case reviews, critical decision meetings, etc. (includes ACRs, Child and Family Team Consultations, CIPPs, Clinical Placement Reviews, etc.)
- Coordinates all necessary clinical services for children and biological parents (this includes necessary referrals for evaluations, developmental assessments, etc.)
- Complies with all agency and DCFS rules and best practice protocols regarding frequency and nature of contacts and home visits with the child in the foster home, with the caregiver, with the biological parents, etc.

- Complies with all agency and DFS rules and procedures regarding placements, safety, forms, contacts, services, diligent searches, etc.
- Participates in and complies with all training and continuing education requirements for child welfare professionals in IL as well as for VOA of IL specifically.
- Provides relevant, respectful and timely communication to all parties on the case (including collateral contacts) relative to case goals, progress, etc.
- Upholds the mission and values of VOA of IL at all times.

Other Duties:

As assigned by supervisor.

Work Environment: Generally, this position operates in a professional office environment. However, this position also requires frequent travel in and around the community including court, DCFS offices, schools, foster homes, other social service agencies, biological parents' homes, etc. The ability and capacity to transport clients for official appointments like parent / child visits, court, etc. is a requirement. Staff in this position must have access to a safe and reliable vehicle during all regular work hours.

Physical Demands: Physical Demands are part of the essential functions of the position. The individual must be able to remain in a stationary position throughout the workday, operate a computer and other office productivity machinery, frequently communicate with clients and employees of VOA of IL, DCFS, parents, foster parents, judges, guardian, and others involved in the care and custody of clients. The individual must be able to move, traverse and travel in the community in a vehicle, assist clients in and out of a vehicle, and transport clients in the community.

The Candidate must possess the following Qualifications:

- Superior people skills in being comfortable and capable of working respectfully and effectively with a diverse range of populations (gender, age, race / ethnicity, etc.) in a variety of settings.
- Strong communication skills – both verbal and written.
- Significant emotional intelligence, which includes keen self-awareness, insight, impulse control, emotional regulation, stress management, conflict resolution, etc.
- Very strong time management skills including the capacity to effectively prioritize and organize one's activities and tasks around specific goals.
- Significant problem-solving skills and display the capacity to be solution focused when faced with challenges and conflicts.
- Must have proficient skills in Microsoft Office, with the demonstrated capacity to use information management systems such as SACWIS, etc.
- The candidate must have a valid driver's license in good standing, current vehicle insurance and access to a safe and reliable vehicle during all work hours

Education and Experience:

1. Position requires a minimum of a Bachelor's degree in a human services field from an accredited university.
2. Prefer 2 years' of experience in social service case management.
3. Position requires eligibility to participate in and sit for the IL CWEL exam.
4. If the person does not have a CWEL license at the time they are hired, they must be willing and able to take and pass the CWEL exam (following foundations training) within the first 60 days of employment or at the first available date offered by DCFS following the hire date.

Volunteers of America of Illinois provides equal employment opportunity to all individuals regardless of their race, color, creed, religion, gender, age, sexual orientation, national origin, disability, veteran status, or any other characteristic protected by state, federal, or local law. Reasonable accommodations are available and will be provided to qualified applicants and employees with disabilities. Generally, the individual with a disability must inform VOA of IL that an accommodation is needed.

Job Type: Full-time