



Job Title: Family Engagement Specialist II

Type: Part-time

About us:

The mission of Denver Indian Family Resource Center (DIFRC) is to strengthen American Indian and Alaska Native (AI/AN) children and families through collaborative and culturally responsive services. Our vision is to achieve generations of healthy and strong American Indian/Alaska Native children and families.

About this position:

Denver Indian Family Resource Center is looking for a caring and thoughtful individual to help keep American Indian and Alaska Native families strong, whole and healthy. We are adding a new specialist position to support the work of our dedicated Family Engagement team. The specialist is responsible for the administration, implementation and facilitation of the Nurturing Parenting Program and Youth Services. Other duties include engagement, intake, assessment, and case management of families seeking services from the Denver Indian Family Resource Center (DIFRC). The specialist contributes to the positive adjustment and development of families by providing trauma-informed and strength-based services to meet the needs and goals of each family. Services include family engagement, direct intervention, intensive home-based services, assistance with service navigation, advocacy on behalf of children's permanency, Indian Child Welfare Act (IWCA) advocacy, and collaboration with partner agencies to meet the specific needs of each family. The specialist assists families in the advancement of their life and parenting skills and supports families to attain their goals using a culturally responsive approach. This position reports directly to DIFRC's Family Engagement Manager. Candidates for licensure in social work have access to direct supervision by an LCSW at no cost to the employee and have access to generous training and support in the field of social work.

Responsibilities:

- This position requires approximately 10 to 12 hours of direct client services per week.
- Provides some supervisory duties in the Nurturing Parenting Program and Youth Services.
- Performs intake of clients into Nurturing Parenting Program, Youth Services and Family Engagement program, including the use of evidence-based assessments to determine the strengths and needs of each assigned family.
- Develops a treatment plan utilizing all assessment results and information gained from the personal interview that is consistent with treatment goals ordered by Child Protective Services and/or court.

- Promotes positive outcomes through supportive relationships, and client- driven, strength-based interventions.
- Completes ongoing assessments, case management family plans, and evaluations with each family consistent with program procedures.
- Administers assessments in accordance with DIFRC’s Service Delivery Model.
- Attends and advocates for children’s permanency at family team meetings, individual educational planning meetings, and other collaborative meetings.
- Testifies in court as to case management services and presents recommendations for positive family outcomes.
- Interacts regularly with external partners including county caseworkers, Guardian ad Litem, and tribal liaisons to help case planning, child well-being and permanency.
- Facilitates Life Skills, and Nurturing Parenting groups individually or in group settings. Services may be in person or virtual.
- Participates in monthly Clinical Supervision and weekly Clinical Staffing meetings to plan appropriate services and service delivery.
- Participates in weekly staff meetings.
- Provides advocacy and cultural perspectives in the form of ICWA “active efforts” on behalf of families, in cooperation with collaborators, including judicial systems.
- Maintains case records, including required evaluation, data collection, Salesforce Data Entry, monthly county billing summaries and other assigned summaries.
- Adheres to the National Association of Social Workers’ Code of Ethics, which includes maintaining ethical responsibilities to clients, to colleagues, in practice settings, as professionals, to the social work profession, and broader society.
- Completes other duties, special projects including preparing funding proposals, committee work, and training as directed by the Family Engagement Manager and Executive Director.
- May be asked to provide supervision of student interns and/or practicum placements.

Physical requirements:

All positions at DIFRC are exposed to members of the community who have experienced or are experiencing trauma in various forms including but not limited to: domestic violence, sexual violence, homelessness, unemployment, financial hardship, COVID-19 ramifications, etc. As a result, staff are at risk of secondary trauma. Employees are encouraged to seek external support and maintain self-care when working indirectly or directly with clients. Mental health care referrals for employees are available.

- Continually sitting doing indoor work or sitting at a computer.
- Frequently uses hands and wrists, handling, grasping, and reaching in using telephones, computers, fax machines and other office equipment and supplies.

Other Requirements:

- Must possess extensive knowledge of American Indian/Alaska Native cultures, the Indian Child Welfare Act, and have experience working with Native communities.
- Proven organizational skills.
- Excellent written, oral, and interpersonal communication skills.

- Flexibility, and willingness to work collaboratively and proactively with a team of peers and supervisors.
- Nonprofit experience a plus.
- Strong computer skills in using Google products, as well as the Microsoft Office Suite, particularly Microsoft Word and Microsoft Excel.
- Pass a pre-employment criminal background check.
- Possess and maintain a valid driver's license and insurance.

Minimum qualifications:

- Bachelor's degree from accredited college or university with major in one of the following disciplines: social work, social welfare, human development, psychology or other degree with a focus on individuals, families, groups, and communities; OR
- Minimum eight years' experience performing a broad range of tasks within a social service, non-profit, or child development agency providing direct services to vulnerable children, youth, or their families.
- Nurturing Parenting Program facilitators certification.

Preferred qualifications:

- Master's degree from accredited college or university with major in one of the following disciplines: social work, social welfare, human development, psychology or other degree with a focus on individuals, families, groups, and communities, OR
- Bachelor's degree from accredited college or university with major in one of the following disciplines: social work, social welfare, human development, psychology, or other degree with a focus on individuals, families, groups, and communities plus 4 years of related work experience with a minimum of 2 years of related work experience directly with American Indian/Alaska Native families.

Advanced qualification (eligible for higher pay range):

- Master's degree from accredited college or university with major in one of the following disciplines: social work, social welfare, human development, psychology, or other degree with a focus on individuals, families, groups, and communities plus two year of related work experience directly with American Indian/Alaska Native families; OR
- Bachelor's degree from accredited college or university with major in one of the following disciplines: social work, social welfare, human development, psychology, or other degree with a focus on individuals, families, groups, and communities plus 8 years of related work experience with a minimum of 2 years of related work experience directly with American Indian/Alaska Native families.
- A minimum of one year of previous experience providing supervision to staff in the field of social work.

Salary and benefits:

The salary range for this position is \$20,000 to \$22,500 depending on experience and includes generous

health insurance, vision, dental, life insurance, short-term disability, paid time off, and complimentary access to mental health and well-being counselors.

To apply:

Send a resume and letter explaining why you are a good fit for this position to apply@difrc.org with “Family Engagement Specialist” in the subject line. Applications will be accepted on a rolling basis until position is filled.

Denver Indian Family Resource Center (DIFRC) is an equal opportunity employer that values workplace diversity. DIFRC strives to create an inclusive workplace that embraces diverse backgrounds, life experiences, and perspectives. DIFRC prohibits discrimination of employees or applicants on the basis of race, creed, color, age, sex, national origin, marital status, sexual identity, sexual orientation, religious or political affiliation, disability, or any other classification considered discriminatory under applicable law.