

**Program:** Family Reunification Program (FRP)

**U.P. KIDS**

**Position Title:** Team Leader

**Qualifications:** A master's degree in the field of human services is required, preferably in social work, with a minimum one (1) year of in-home, clinical work experience in a child welfare program.

Work experience with children and families with multi-problems and the overall ability to relate to and engage with these families is vital. An understanding of the FRP philosophy and intervention strategies is essential.

Flexible work schedule and availability to families during non-traditional hours is required.

**Desirable qualifications:**

- A non-judgmental positive attitude toward families in crisis.
- Training, education, and experience in the area of human services.
- Experience working in home-based programs.
- Sensitivity to other cultures and ethnicities.
- Knowledge and skills in the area of substance abuse.
- Ability to engage with, and relate to, families with multi-problems.
- Skills in crisis intervention, assessment of potentially violent situations, and short-term goal setting.
- Knowledge of treatment philosophies and strategies of home-based services, including strength-based, solution-focused approaches.

**General Description of Position:**

The Team Leader is part of a team that includes a program manager, supervisor and two family workers. The Team provided intensive therapeutic services to families whose children are returning from foster care. The Team Leader reports to the Supervisor.

**Specific Responsibilities of Position:**

- Attend all required Family Preservation trainings.
- Provide overall plan coordination.
- Provide professional therapeutic intervention sessions, specific to the family's needs, at a minimum of 1 1/2 hours per week/family. When children are returned, the Team Leader will provide therapeutic intervention at a minimum of three (3) hours per week/family, for the two weeks following the return of the child(ren).
- Conduct trauma screening for all children in the family and refer family to appropriate services.

- Provide court reporting/testimony.
- Has the primary responsibility for all service delivery reports.
- Develop treatment plan, goals, and activities, in coordination with Family Worker and family.
- Conduct therapeutic intervention sessions with the family.
- Conduct individual therapeutic sessions with family members.
- Share resulting action steps from both family and individual sessions with Family Worker for follow-up.
- Conference with Family Worker on content of sessions with the family, if Family Worker not present.
- Support family by providing transportation, resources, and community linkages for therapeutic, concrete or family needs and outcomes of assessments and screens.
- Abide by all policies and practices of U.P. KIDS.
- Complete any other reasonable assignment made by the Supervisor.

The team leader and a family worker shall:

Work collaboratively as a team by mutually engaging in activities with the family, related to the goals agreed to by the family, assisting toward goal achievement within the treatment plan as described in the Initial Service Plan.

Work collaboratively with all other service providers involved with the family to assist the family toward goal achievement.

Plan and develop quarterly workshop ideas and quarterly family activities.

Document the use of solution-focused interviewing techniques and positive, empowering, strength-based language in communications with the family and each other.

Unite to assist a family in any means necessary during or after a crisis.

Teach skills to family members, as needed, throughout the FRP intervention (i.e.: develop chore charts, daily routine plans, and strategies of family activities).

Teach and model and document Infant Safe Sleep teaching and practices for all families with an infant aged less than one (1) year.

Ensure by documentation that an Early On referral has been made for all families with a child aged less than three (3) years.