



## **Easter Seals Blake Foundation**

<b>DIVISION</b>	<b>Children &amp; Family Services (CFS)</b>
<b>POSITION</b>	<b>Family Counselor/Team Lead</b>
<b>JOB LOCATION</b>	<b>Yuma, AZ</b>
<b>STATUS</b>	<b>Full Time/Exempt</b>

### **JOB SUMMARY:**

This position is to provide family-centered services that are comprehensive, coordinated, community based, accessible and culturally appropriate to at risk families and their children referred by ADES/Division of Child Safety. The focus of the service is to improve the safety and well-being of families, enhance family functioning, increase parenting competencies, foster self-sufficiency, reduce risk factors, increase protective factors and stabilize the family unit. This position works as part of a Family Support Team in conjunction with a Family Support Worker, the family, DCS staff and/or others identified as relevant to supporting the family. The comprehensive services include, but are not limited to: crisis intervention counseling; family assessment, goal setting and development of an Individualized Family Plan addressing DCS identified safety and risk factors, and expected behavioral changes; individual, family and marital therapy; communication and negotiation skills; structured parenting education and child development; problem solving skills and stress management; home management and nutrition; clinical family assessments; child developmental screenings; and linkages and access to formal and informal community resources. This position will have supervisory responsibilities of In Home team members and will provide support and guidance to staff on a regular basis.

### **ESSENTIAL DUTIES & RESPONSIBILITIES:**

#### ***Direct Services -***

- Respond to referrals within timelines established by contract to families referred by DCS; provide immediate crisis counseling and intervention, as needed.
- Complete a comprehensive, family-centered assessment using clinical observations, formal assessment/screening tools, motivational interviewing techniques, and reports from DCS to reflect a holistic view of the family and child; document family strengths, resources, priorities and concerns.
- Convene a team to develop the Family Service Plan with goals and strategies to meet the identified outcomes for families and their children, including activities, timelines and individuals to support the plan.
- Work as part of a team to support the family to include the assigned Family Support Worker, DCS Worker, other informal support individuals, agencies and/or service providers involved with family to address outcomes; provide crisis intervention counseling; individual, family, marital and group counseling; parenting education; communication and negotiation skills development; problem solving skills; stress management and other therapies as defined in the Individualized Family Plan.
- Participate in reflective supervision and team meetings to review progress of individual families; submit monthly progress reports; maintain on-going contact with DCS Worker.
- Assume continuous professional development through college coursework, seminars, journals and workshops.
- Participate in Program Quality Improvement activities, including strategic planning.
- Aid the Program Supervisor in the oversight of the In Home Program
- Facilitates recruitment, interviewing, and hiring of culturally-competent, qualified In Home staff
- Receives referrals from Arizona Children Youth and Families (ACYF) case managers and assigns to appropriate staff
- Provides direct supervision and training, mentoring, Reflective Supervision, and evaluation of In Home staff
- Reviews family files, including family assessment, weekly/monthly reports, for timely and accurate documentation

- Participates in In Home Program Quality Assurance activities
- Promotes program practices that respect the culture, values, rights and dignity of staff and the individuals served.

*Function as an enthusiastic, competent, contributing member of ESBF staff.*

- Participate in education and support for program staff when requested
- Provide consultation and support to program staff
- Attend and participate in required staff meetings
- Promote and follow practices that support health and safety of staff
- Develop and maintain positive relationships with program participants, staff, collaborating people, programs and state agencies
- Submit accurate and complete paperwork, including proof-reading for correct grammar, spelling, and format
- Maintain agreed upon work schedule, be punctual, keep appointments, and use time effectively
- Use supervision effectively, accept feedback in a professional manner, and accept responsibility for job performance
- Attend required professional development opportunities and maintain knowledge of current research and effective approaches
- Communicate essential information with ESBF team staff and team members accurately and in a timely manner
- Understand and maintain private and sensitive information within the confines of need-to-know parameters.
- Any other duties as assigned

**KNOWLEDGE, SKILLS AND ABILITIES:**

***Knowledge Of:***

- Master’s degree in social work from an accredited university, or Bachelor’s degree and 5 years experience
- State Licensure from ADHS/Behavioral Health preferred
- Bilingual in Spanish and English preferred
- Training and experience in family counseling and therapeutic approaches for children
- Experience working in a family setting
- Knowledge and understanding of Family Systems Theory and Family-Centered Practice
- Knowledge of disability and developmental issues
- Knowledge of safety and infection control
- Knowledge of legal regulations and compliance standards, including CPS Mandated Reporting
- Ability to maintain composure in stressful situations

***Ability to:***

- Provide current TB Test/Physical and/or other medical examinations in conformance with licensing/certification requirements
- Satisfactory criminal background check and fingerprinting
- Provide current certification in Adult and Child CPR from an approved provider
- Provide current certificate in Basic First Aid from an approved provider
- Provide reliable transportation to community settings, a current Arizona driver’s license, proof of insurance, and a driving record that meets the standards of the agency
- Communicate in English and Spanish preferred
- Have a flexible work schedule, including evenings and weekends, and availability by phone 24 hours/day, 7 days/week

**EXPERIENCE/EDUCATION/LICENSE REQUIREMENTS:**

Masters degree in social work or psychology or related field; or Bachelor’s degree in the field of social work and 5 years of work related experience. Experience providing behavioral health assessments, intervention and coaching to at risk families and their children

**OTHER GENERAL REQUIREMENTS:**

- Qualified employees who are interested in applying must first notify their current Supervisor of their intent to apply for another job opening within ESBF for informational purposes

- Qualified employees must have held their current position with ESBF for a least twelve (12) consecutive months and, have a satisfactory performance record and have no disciplinary actions during the last twelve (12) consecutive months
  - Must submit a valid Fingerprint Clearance Card on hire OR pass a Criminal History Background Check prior to beginning employment and submit an active Fingerprint Clearance Card after hire.
  - Maintain a current valid driver's license, proof of insurance, and a driving record that meets ESBF requirements
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**TO APPLY:**

**Email resume and cover letter directly to [hr@blake.easterseals.com](mailto:hr@blake.easterseals.com). In the Email Subject Header include the Position and/or location you are applying for.**

**Easter Seals Blake Foundation is an Equal Opportunity Employer**