



TEAM DECISIONMAKING FACILITATOR

POSITION REQUIREMENTS:

- Responsible for conducting Team Decisionmaking meetings for all placement-related decisions, on a full-time basis
- Experience and demonstrated excellence in front line child protective services (intake/investigation and ongoing family services) required
- Must work flexible schedule to meet families' and social workers' needs
- Non-bargaining unit position

PRIMARY RESPONSIBILITIES:

- Facilitate time-limited, outcome-focused meetings which include family, extended family, caregivers, community representatives, service providers and agency staff
- Guide meeting participants through discussion of concerns, identification of strengths, and development of ideas to reach consensus regarding the least restrictive, best possible placement-related decision
- Give assistance and support to family members, assigned social worker and others to achieve honest, respectful and constructive meetings
- Lead meetings which regularly comply with agency's mission, values, policies, and best practice standards, to protect children and preserve families
- Record details accurately, sharing a written summary at the conclusion of every meeting with participants
- Provide timely documentation of meetings, using automated database, and participate in regular self evaluation of the TDM process
- Provide regular feedback and advocate for system improvements that support best practice and policy development

MINIMUM QUALIFICATIONS:

- Demonstrated commitment to agency's mission, values and core beliefs
- Knowledge of group process and ability to respectfully lead diverse and multi-cultural groups toward resolution in an emotionally charged environment
- Excellent organizational, oral and written communication skills; a direct yet sensitive communication style
- Expertise in strengths-based, solution-focused, family-centered practice
- Skill in assessing risk, safety planning, and case planning with the goal of providing protection and safety, preserving families and promoting timely permanency
- Competence in casework practice; deep knowledge traditional and non-traditional services; skills in negotiation, collaboration and conflict management
- Understanding of agency policies, laws, and best practice principles in child welfare
- Ability to explain to participants, decisionmaking tools, agency policies, laws, court process, etc.
- Able to model professional interactions, provide leadership and guidance, and share constructive feedback to ensure continual quality improvement

