



RAPID REUNIFICATION PARENT AIDE SPECIALIST

Job Category: Family Support Programs

Job Status: Full-time

Reports To: Program Director – Northwest Missouri, Chillicothe branch office

The Rapid Reunification Parent Aide Specialist is responsible for the operation and oversight of the Rapid Reunification Parent Aide Program, where s/he works intensively with clients, biological parents and extended family members, to address abuse and neglect issues that have resulted in their children being placed in the care and custody of the Children's Division. The goal is to facilitate safe, rapid reunification or placement with qualified relatives or kin within the first six (6) to nine (9) months of enrollment into our program.

Responsibilities: Primary responsibilities include but are not limited to:

Rapid Reunification Parent Aide Responsibilities:

- Engage and build rapport with biological families/clients.
- Administer assessment tools and discuss safety goals in conjunction with case management, courts, therapists, and other family support team (FST) members.
- Facilitate frequent child/parent visitation and establish daily communication with biological parents, while partnering with placement provider.
- Regularly evaluate parent progress and serve to both encourage progress and provide immediate and critical accountability to the parent.
- Conduct family group conferencing sessions.
- Communicate regularly with members of the child welfare team in order to anticipate and address any barriers to reunification.
- Attend all FST/child welfare team meetings and court hearings.
- Facilitate the completion of all parent goals as identified in the weekly program activities tool.
- Assure the implementation and collection of data through assessment tools. Document all requirements as needed.
- Assure file compliance for biological parents and child clients.
- Communicate issues or concerns immediately to the Program Director of the Chillicothe branch office and/or COO of FosterAdopt Connect.
- Maintain contact and relationship building with other partner agencies and community stakeholders.
- Occasionally travel within Missouri to attend and/or present in-service training, to conduct training/presentations and to complete assessments on clients as needed or assigned.
- Attend agency trainings as required.
- Responsible for making community connections to increase program referrals as assigned (distribute program brochures, schedule informational meetings, contact media outlets, speak at community presentations, booth exhibits, etc.).
- Contribute on an organizational level with a focus on agency culture, cultural competency, and performance improvement outcomes.
- Participate as an active team member with all agency departments (i.e. attend meetings as assigned, ensure availability of residents for scheduled on and off campus appointments, etc.) so the agency's

efforts to assist clients and maintain licensing/contract/COA standards are coordinated for maximum effectiveness.

- Maintain strong, open communication with direct supervisor regarding services delivered, concerns or questions.

Qualifications:

- Master's Degree preferred, Bachelor's Degree accepted in social work, psychology, or related human services field plus two (2) years working with clients in at-risk population.
- Prior experience providing direct service to the foster care/adoption population is preferred.
- Experience in program evaluation and monitoring preferred.
- Outstanding organizational and planning skills.
- Solid commitment to the principles of support and advocacy for biological, foster and adoptive families.
- The ability to collaborate and advocate for positive outcomes, using excellent interpersonal skills in multi-disciplinary, diverse, and dynamic professional teams.
- Strong verbal communication skills and demonstrated ability to write clearly and persuasively.
- Demonstrated leadership ability, team management, and interpersonal skills. Must have ability to quickly establish rapport and build trust.
- Flexible and a self-starter; able to multi-task while also being highly detail-oriented while meeting all deadlines.
- Work as a necessary part of a team effort with colleagues of all demographics.
- Model ethical and professional behavior at all times.
- Participate in ongoing meetings/professional memberships and trainings as required.
- Experience working with marginalized communities with a nuanced understanding of systemic oppressions.
- Flexibility and adaptability, able to shift styles to fit the needs of a wide range of cultures, people, and organizations.

Additional Qualifications

- Ability to drive to parent visitations and various meetings and appointments within the 43rd circuit.
- Ability to be flexible in work hours including some evening and weekend appointments.
- Must have reliable transportation.

Outcome Planning/PQI

- Ensure procedures are in place to track and report program outcomes and quality assurance.
- Complete agency reports and statistics as needed or assigned.
- Participate in quarterly client audit reviews; make updates/changes as identified through the PQI process.
- Participate in the evaluation and implementation of service improvement as identified by FosterAdopt Connect's internal PQI process.

Compensation and Benefits:

- Salary commensurate with experience
- Full-time, exempt position
- Health, dental, vision, short and long-term disability, and life coverage options provided

- We pay 100% of long-term disability and life insurance premiums and 50% of health insurance costs. Additionally, we offer a match for a 403(b) retirement plan. We also provide access to dental insurance and short-term disability for purchase.

FosterAdopt Connect does not and shall not discriminate on the basis of race, color, religion, gender identity, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its programs or services. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and members.

Employee Signature

Date