



Title: Kinnect to Family Specialist

Reports to: Program Manager

Job Location: Remote, concentrated in the Cincinnati/Dayton Ohio area, serving at least two congregate care settings on behalf of Hamilton County Children Services

Benefits: Medical, Dental, Vision and Retirement, Paid Time Off, Holidays

Date Posted: July 2023

To apply: please contact **Susie Cummings at Scion Staffing at susie@scionstaffing.com**

Overview of Kinnect

Kinnect is a private non-profit that was founded in 2005. Kinnect leverages its leadership expertise to design programs, products and services that transform the child welfare system. Kinnect leads innovation to reduce the time that children spend in the child welfare system and to prevent entry into the child welfare system. Kinnect achieves this by partnering with organizations to transform beliefs, values and actions to ensure permanent families for all children in the shortest time possible. We believe that childhood is a fundamental human right and that all children deserve permanent families. We believe that every day that a child is in foster care, separated from their kin and community is a day in crisis. We embrace hope, possibility and innovation and we treat everyone with dignity and respect.

Overview of the Kinnect to Family Program

Kinnect to Family is a specialized, intense, family search and engagement program. Diligent search strategies are used to identify a vast array of connections for children and families encountering child welfare. We empower kinship caregivers and wrap them in stabilizing supports using relentless effort, focus and determination. As with all Kinnect programs, we embrace family to be defined as biological, adoptive, foster and all other kin and persons who have meaningful relationships with the family of origin; such as neighbors, coaches, and lifelong friends. We believe all children have caring and capable extended families that are willing to help raise their kin when needed. With the right tools and engagement, families can be united together to support one another through kinship care.

Position Summary

The Kinnect to Family Specialist is a full-time position dedicated to the service of children and families referred to Kinnect to Family. The Kinnect to Family Program is a specialized short- term intervention that utilizes the strategies of diligent searching and relentless engagement to identify potential connections, supports, and kinship placement options for children in foster care or a congregate care setting. The Specialist works under the direction of their supervisor and with the technical assistance, coaching, and training from their assigned KTF Coach. Goals for the specialist include increasing connections for young people served, identifying potential kinship caregivers, and creating a robust support plan (Roadmap to Family). All practice strategies are tied to the belief that all children have family, all family have value, and all children deserve to be connected to their culture, their community, and their family.

- Essential Functions:**
- Collaborates with the professional team (ie: congregate care staff, Public Children Service Agency (PCSA) caseworker, and court officials) to identify and connect young people to kin
 - Intentionally engages and explores permanency with youth

- Researches and coalesces information from relatives/kin to expand the child's support system and family connections, while identifying potential kinship caregivers
- Identify and document family/kin for each child through Family Finding search activities, including: internet & database searches, file reviews, child & family interviews.
- Facilitate communication with the team and provide the referring agencies with accurate family documentation, including genograms, family contact information, and identified kin supports.
- Attend or facilitate meetings and court hearings, advocating for relative/kin placement.
- Complete assessments on the child and family functioning upon referral and conclusion of services to measure the success and outcomes of the program.
- Assist in preparing the family for licensure by explaining the licensing process and assisting with home licensing requirements.
- Maintain accurate files and records for each family served.

Skills & Competencies:

- Written and verbal communication skills
- Organization and superior time management skills with the ability to meet multiple program deadlines and manage multiple tasks
- Facilitation and conflict resolution/mediation skills
- Able to adapt quickly and comfortable working with diverse populations in various environments
- Understanding of, or ability to learn, Genopro (family tree/genogram software program)
- Works independently exercising keen assessment skills
- Ability to use customer service initiatives to work with partner agencies
- Available to work a flexible schedule, which may include nights and weekends
- Basic knowledge of Microsoft Office programs
- Possess a valid driver's license and dependable transportation

Additional skills/competencies necessary:

- **Teaming:** Ability to motivate and inspire a team. Must show a commitment to establishing and maintaining vision in a fast-paced fluid environment and to help team members to understand their role in helping to accomplish the vision.
- **Initiative:** Measure self against a standard of excellence. Undertake self-development activities and learn new skills, seek increased responsibilities and ask for and offer help when needed. Demonstrate the ability to work independently and harmoniously with a variety of personalities and leadership styles.
- **Communication Skills:** Clearly and persuasively communicate, including public speaking; listen and seek clarifications; participate in meetings; write clearly and informatively.
- **Integrity:** Work well in a rapidly changing environment; treat others with respect and consideration; accept responsibility for own actions. Understand business implications of decisions, align work with strategic goals, complete administrative tasks and develop strategies to achieve organizational goals.
- **Flexibility:** Able to multitask in a changing work environment. Handle competing demands and unexpected events. Willingness to change approach to best fit the situation.
- **Dependability:** Follows instructions, takes responsibility for own actions; keeps commitments.

Education/Qualification:

- Bachelor's Degree required; Social Services or related field, preferred.
- Licensed social worker preferred, but not required
- Demonstrated experience working with interdisciplinary teams utilizing innovative strategies to overcome obstacles.
- Direct experience in the child welfare field with a basic knowledge of foster care and adoption, preferred

Working Conditions:

- In-office, home-office, and field work required including visits to neighborhoods of various socio-economic status. The role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, etc.
- Regular travel throughout Ohio
- Some infrequent travel outside the service area may be required for implementation support, presentations, and trainings

Disclaimer: The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of employees assigned to this position.

All employment decisions at Kinnect are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, size, physical, mental or sensory disability, HIV Status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate.

American's with Disabilities Act: This position involves sitting in a stationary position for at least 50% of the time and the ability to ambulate without assistance to attend on-site meetings, as needed. The job requires movement in a typical office environment with file cabinets, office machinery, office furniture and typical hallway and access doorways. The position must operate typical office equipment, such as copiers, telephones, computers and peripherals. This job requires that the person must have the ability to access transportation to attend meetings and special events. The organization provides reasonable accommodations for this position