



Title: YCPRT Regional Director

Reports to: Program Manager

Job Location: Hybrid

Benefits: Health, Dental, Vision & Retirement

Date Posted: October 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 transforms 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 Youth Centered Permanency Roundtable (YCPRT)

Youth Centered Permanency Roundtables is a structured professional case consultation that partnerships with professionals and youth supports to promote youth voice and focus during their journey to permanency. YCPRTs generally serve youth 12 years and old who have been in the custody of a Public Children Services Agency (PCSA) for more than 12 months. This reoccurring service strives to increase connections for youth and increase the timeliness to their permanency while promoting team effort, creativity, and accountability.

Position Summary

The Youth-Centered Permanency Roundtable Regional Director is a full-time position dedicated to the implementation of the Youth Centered Permanency Roundtable (YCPRT) team. The Regional Director will work under the direction of the Program Manager to support and oversee the assessing, engaging, and overcoming system barriers that can hinder the YCPRT program. Overall primary responsibilities include coaching and supervision, information dissemination, training delivery, and data tracking efforts to support program outcomes. The Regional Director will work collaboratively with the Program Manager, Statewide Facilitator, and Evaluation Manager to advance all clinical practice expectations as well as program fidelity measures. Additionally, the YCPRT Regional Director plays a key role in continuously cultivating and strengthening effective relationships across Kinnect programs and with all of our external partners.

Essential Functions:

Program Oversight

- Provide a broad range of administrative and managerial duties to support statewide implementation of youth centered and family-driven permanency meetings
- Work collaboratively across the Kinnect to Family team, cross-functionally and with external partners to foster integration of programs
- Work closely with program leadership to identify, address, and monitor any program implementation and sustainability challenges
- Assess team needs to provide robust support to pilot and non-pilot YCPRT partners
- Implement strategies to re-engage less active YCPRT teams
- Support efforts to implement the statewide facilitator pilot in new partner sites with an emphasis on relationship development and strategic teaming & planning
- Work with strategic partners and consultants to further program development efforts
- Help maintain a current YCPRT Program Sharepoint Drive that follows saving tree protocols

Supervision/Coaching Support/Monitoring

- Supervise YCPRT Statewide Facilitator(s) and Coordinator
- Provide direct support and coaching to statewide YCPRT implementation teams
- Supports annual YCPRT site assessments and facilitation team observations
- Create and collateral material for presentations, training, and outreach
- Deliver virtual and on-site trainings to support internal and external stakeholders
- Research and disseminate effective practice trends and findings

Collaboration

- Collaborate with the YCPRT Tri-Chairs and the Advisory Council
- Develop high quality relationships both internally and externally to move the work forward
- Operationalize Kinnect's Guiding Principles throughout the YCPRT program
- Support model fidelity, evaluation, and expansion efforts
- Participate in organization and team meetings. Attend external meetings, as requested

Evaluation/CQI/Reporting

- Inform and support development and utilization of a database (Quickbase) for YCPRT program tracking
- Oversee data entry and reporting processes to monitor implementation and inform strategy
- Contribute to the adaptation and development of necessary forms and reporting tools
- Achieve key performance indicators
- Advocate for Continuous Quality Improvement
- Assist Program Manager in preparing reports and presentations

Other

- Perform other responsibilities assigned by the Program Manager

- Maintain confidentiality regarding Kinnect, partner organizations, and young people served

Guiding Principles and Competencies:

Partnership: Bringing our collective experience and skillsets to relationships that support our connectedness and achievement of our mission.

- I build constructive and effective relationships to find common ground and solve problems
- When I participate in teamwork, I will ensure that I am giving everyone accurate and timely information as needed to move forward on our common goals
- I reprioritize when needed and create focus to strengthen partnerships throughout times of change
- I strive to help people feel included, respected, and valuable about being a member of the team

Inclusion, Diversity, Equity and Access (IDEA): As a learning organization, we pledge to ongoing and sustained work in diversity, equity, inclusion and accessibility through collaboration with families, communities, Kinnect team members and our partners.

- I pause for self-reflection and to analyze my own assumptions, behaviors, and previous/current experiences
- I take responsibility for my own growth and development in this space (i.e. selfeducation through TED Talks, books, articles, and how new information can be applied in practice)
- I am willing to speak up if I witness exclusionary behaviors, bias, and discrimination
- I give other's grace in our learning journeys, we give each other time to process, and we give each other the space to circle back
- I strive to be a catalyst for change, thought partner and leader in bridging the work of systems innovation and disruption, anti-racism, and transformation
- I foster belonging by committing to centering the voices of those who have been historically and are presently marginalized
- As a learning organization I pledge to ongoing and sustained work in diversity, equity, inclusion and accessibility through collaboration with families, youth, communities, Kinnect team members and partners

Innovation: Continuous and dynamic process where creative ideas are valued, discussed, and implemented to significantly disrupt routing and prevailing structures.

- I am willing to share my ideas, even the new and unique ones, when brainstorming, problem solving and in my daily work
- I explore issues through a lens of equity and inclusion by co-creating solutions with people, not for people. I am committed to centering and elevating the voice of those we serve, whether it be families, youth, caregivers, team members or our partners. I am willing to design programs and solutions for the future we want to have.
- When faced with challenges, I remain curious, look beyond the obvious and my own lens and perspective to push myself to look for multiple solutions even though I might not have all the answers. I am open to iterating and continuous learning

- I choose to view failure as an opportunity to learn

Integrity: Having the courage to live the Kinnect values of dignity, respect and honesty.

- I strive to be self-aware and open to feedback that allows for development and growth
- I stay aligned with Kinnect's values while maintaining flexibility to incorporate new ideas and perspectives
- During difficult times, I strive to maintain composure, self-regulate, maintain my sense of self-awareness and stay in empathy when working through issues
- I take responsibility for contributing to high quality and inclusive end results, for the good of the greater team
- I take responsibility for my own boundaries, self-care, and rest so that I am able to engage meaningfully in my work at Kinnect

Outcome Focused: We strive to measure our work, to pivot, iterate, and improve to accomplish desired results.

- I make time and space to assess process, progress, and results
- I work with my team to make sure we all have up-to-date information so we can make accurate and informed decisions
- I ask for what I need to be able to contribute and perform to the best of my ability
- I keep families, youth, community partners and Kinnect team members in mind when creating goals and throughout the course of the project

Communicate Effectively: Develop and deliver communications using various methods that conveys a clear understanding of the unique needs of the different audiences we communicate with.

- Attentively listens to others
- Provides timely and helpful information to others across the organization
- Encourages the open expression of diverse ideas and opinions
- Ability to utilize multiples communication methods such as telephone, email, letters, reports, to name a few to share information and to keep people informed of progress or what is needed

Leadership Acumen: Understands the complexities involved in organizational functioning as it relates to people, to overall strategy, and to policies/procedures. Is able to achieve high quality results through informed decision making and applying knowledge from experience, education and through partnerships.

- Comfortably navigates through complex policies and processes
- Successfully manages team related dynamics
- Gains the confidence and trust of others through honesty, integrity, and authenticity
- Understands the meaning and implications of key data indicators and decisions.
- Interprets and applies data analysis to generate, evaluate, and act on strategic options and opportunities

Effective Team Development: Ability to build strong identity teams that are inclusive and can apply their diverse skills and perspectives to achieve common goals.

Creates a sense of belonging and strong team identity that allows members of the team to apply their diverse skills and perspectives to achieve common goals

Develops people to meet both their professional goals and the organization's goals through coaching, feedback, exposure, and stretch assignments

Fosters innovation and learning from mistakes to support individuals and the team in achieving the mission and vision of the organization

Demonstrates self-awareness and actively seeks new ways to grow and be challenged

Administers and Supports Efforts to Achieve Goals: Provides leadership and direction to the team to ensure success in achieving common goals. Is able to provide appropriate support, guidance and accountabilities to achieving organizational goals.

- Provides direction and delegation by planning and prioritizing work
- Intervenes to remove obstacles when needed to achieve organizational goals
- Holds self and others accountable to meet commitments and results
- Focuses on continuous improvement by marshaling resources and orchestrating multiple activities to accomplish goals
- Builds partnerships and works collaboratively with others to meet shared objectives

Manages Complexity and Innovation: Understands and is skilled in making sense of complex situations and challenges to effectively resolve issues. Has skills and an understanding on how to support the use of innovation and implementation science to understand opportunities and challenges that arise at the organizational level and within teams.

- Asks questions and acquires information to make quality decisions that effectively solve problems
- Adapts approaches to match different situations and shifting demands
- Effectively builds formal and informal relationship networks inside and outside the organization to exchange ideas and resources
- Cultivates innovation and actively learns through using both successes and failures as growth opportunities

Skills:

- Be able to communicate the vision and purpose of the Kinect to Family and YCPRT Program to motivate and inspire internal and external partners both verbally and in writing
- Excellent time management and organizational skills
- Ability to deliver effective written and verbal communication to diverse audiences
- Ability to work independently to meet multiple program deadlines and manage multiple tasks
- Adaptability and flexibility in navigating fast-paced and shifting pilot project activities
- Ability to resolve conflict and facilitate productive working relationships
- Possess public speaking and interpersonal skills
- Ability to utilize a strengths-based approach to assessment and problem solving

- Ability and comfort working with diverse populations in various environments
- Effective presentation skills in one-on one, small groups, and large groups
- Experience using data, best practices and working knowledge to assess and recommend viable solutions

Education/ Qualifications:

- Bachelor's Degree required with a Master's Degree preferred in social services, management, public policy, or related field
- At least 3-5 years of supervision and program oversight
- Experience working within the nonprofit, child welfare, social services, academia or government settings preferred
- Demonstrated experience working with interdisciplinary teams utilizing innovative strategies to overcome obstacles
- Basic knowledge of technology and Microsoft Office Suite
- Possess a valid driver's license and dependable transportation

Inclusion Diversity, Equity, and Access:

Kinnect is committed to fostering, cultivating, and preserving a culture of inclusion diversity, equity, and access. These commitments are not just part of our value system but are at the core of our intentional actions to eliminate systemic barriers that have produced inequities based on differences.

We commit to a sustained investment of time, resources, and people to advance equitable realities for our employees, and for the children, families, and communities that we serve. We do this by intentional advocacy for social justice and the continuous scrutiny of the systems that we create and those in which we operate.

Our employees are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and success, as well.

We embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and intellectual or emotional ability, political affiliation, race, religion, sexual orientation or identity, socio-economic status, parental or family status, medical or genetic status, veteran or disabled veteran status, and other characteristics that make our employees unique.

Kinnect's inclusion, diversity, equity, and access initiatives involve, but are not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; staffing decisions; terminations; and the ongoing development of an inclusive work environment.

Equal Opportunity Employment: Kinnect maintains a policy of nondiscrimination toward all employees and applicants for employment. All aspects of employment with us will be governed

on the basis of competence and qualifications and will not be influenced in any manner by race, color, religion, gender, or gender identity or expression, age, sexual orientation, sexual expression or identity, national origin, physical, intellectual or emotional ability, marital or partnership status, parental or family status, medical or genetic status, veteran's or disabled veteran status, in accordance with applicable federal, state and local laws governing nondiscrimination in employment. Employment Posters stating current regulatory and legal requirements are posted in Kinnect's main office and on the intranet.

Working Conditions:

- Travel required, as needed. Must have access to own transportation. Available to work a flexible schedule.
- This job requires occasional overnight travel
- Kinnect as an organization has a Hybrid Work Model that combines remote and on-site work at Kinnect, as well as routine on-site or in-person work with team members, partner sites, community events, and direct service in the field.
- This role will utilize standard office equipment that will be provided by Kinnect

Hiring Process:

Background Check Information: The final candidate selected for the position will be required to undergo a criminal background check. Criminal convictions do not necessarily preclude an applicant from consideration for a position. An individual assessment of an applicant's prior criminal conviction(s) will be made before excluding an applicant from consideration.

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

Kinnect maintains a policy of nondiscrimination toward all employees and applicants for employment. All employment decisions at Kinnect are based on organizational needs, job requirements and individual qualifications, and will be governed on the basis of competence and qualifications and will not be influenced in any manner by race, color, religion, gender, or gender identity or expression, age, sexual orientation, sexual expression or identity, national origin, physical, intellectual or emotional ability, marital or partnership status, parental or family status, medical or genetic status, veteran's or disabled veteran status, in accordance with applicable federal, state and local laws governing nondiscrimination in employment. Employment Posters stating current regulatory and legal requirements are posted in Kinnect's main office and on the intranet.

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.