



This role is now open and is contingent upon continued funding for Fiscal Year 2026

Title: Facilitator

Reports to: YCPRT Regional Director

Job Location: Hybrid, Northern Ohio base preferred, as ongoing statewide travel is expected

Benefits: Health, Dental, Vision and Retirement, Paid Time off, Holidays

Date Posted: June 2025

To Apply: Internal candidates will contact Diane McNally at diane@dmcnallyconsulting.com. External candidates will contact Kaylee Chavez from Scion Staffing by email at kaylee@scionstaffing.com

Overview of Kinnect:

Kinnect is an Ohio-based non-profit organization dedicated to developing KinFirst strategies and delivering programs that build and strengthen kinship connections and inclusive support networks for families, young people, and children. With a vision to ensure young people and families have a sense of belonging, the essential resources, and relationships to thrive, Kinnect has been partnering with families, public agencies, and private providers for almost 20 years. Through collaborative efforts, Kinnect aims to improve permanency outcomes, build networks of support, and create innovative strategies that align with a KinFirst culture mindset and approach. Building a KinFirst culture requires equitable investments, training, coaching, policy, practices, and partnerships that prioritize family and kin and support stability, culture, and community. Kinnect is proud to be a nationally recognized leader and pioneer in the field, which led to the development of KinnectU, a training, consulting, and replication branch of Kinnect, to provide these services to all child- and family-serving organizations. Kinnect delivers programs and services across the state of Ohio, and through KinnectU has been providing training and consulting services nationally. Our programs include the Ohio Kinship and Adoption Navigator (OhioKAN), Kinnect to Family (KTF), Youth Centered Permanency Roundtables (YCPRT), and Youth Navigator Network (YNN). Our Search, Explore, Engage, Kinnect (SEEK) training is offered throughout Ohio and other states, and we have a series of trainings as part of our Safe Affirmed Youth (S.A.Y) priorities that include Family Finding strategies for youth who identify as LGBTQ+. Kinnect is grateful to receive support from a variety of sources, including contracts with government entities, partnerships with nonprofits, generous grants, and invaluable donations from foundations and private donors.

Overview of Youth Centered Permanency Roundtable (YCPRT)

Youth-Centered Permanency Roundtables (YCPRT) is a program developed, operated and owned by Kinnect, that adapts a Casey Family Programs model that has been implemented in 11 Ohio counties over the last five years. The model focuses on engaging youth in planning for, and achieving, their own legal and relational permanency. The creation of a YCPRT Coach was born out of the creation of a Strategic Direction for the model and implementation in Ohio. Funding for this position is being made possible through a partnership with the Ohio Department of Job and Family Services, as this program and the subsequent goals are a priority at the highest level of child welfare in Ohio.

Position Summary:

The Statewide Facilitator is a full-time position dedicated to the support of the Kinnect to Family Program and the Youth Centered Permanency Roundtable (YCPRT) team. The Statewide Facilitator will work under the direction of the Program Manager to develop, promote, and execute the statewide facilitation offering in partnership county agencies. This position will support various programmatic aspects for Kinnect to Family including YCPRT implementation, family search and engagement, training provision, coaching, and expansion efforts. The Statewide Facilitator's responsibilities include planning and coordinating family meetings in collaboration with county and agency partners and then facilitating those meetings with a youth-centered and family driven focus. Other key features of this role include cultivating effective relationships with county partner agencies and tracking related benchmarks, fidelity measures, and outcomes.

Essential Functions:

- Facilitate in-person and virtual youth-centered and family driven permanency meetings in collaboration with county and agency partners
- Engage youth, their supports, and professionals in creative and relentless permanency planning
- Coordinate and organize in-person and virtual YCPRT meetings and advisory council convenings
- Collaborate with the YCPRT Tri-Chairs and the Advisory Council
- Contribute to the adaptation and development of necessary forms and reporting tools
- Apply Kinnect to Family Model strategies to build genograms and support intensive family search and engagement efforts as needed
- Achieve key performance indicators
- Provide timely data entry; maintain current tracking tools and monitor outcomes
- Develop high quality relationships both internally and externally to move the work forward
- Champion strategies to ensure safe and affirmed youth, honor lived experience, and include youth voice
- Create and collateral material for presentations, training, and outreach
- Coordinate with Regional Director to meet requests for technical assistance, coaching and support from county or agency partners
- Deliver effective presentations in one-on one, small groups, and large groups
- Assist Program Manager and Regional Director in preparing reports and presentations
- Support model fidelity, evaluation, and expansion efforts
- Work collaboratively across the Kinnect to Family team, cross-functionally and with external partners to foster integration of programs-
- Maintain confidentiality regarding Kinnect, partner organizations, and children served
- Perform other responsibilities assigned by the Program Manager or Regional Director

Education/Qualifications:

- Bachelor's Degree required in social services, management, public policy, or related field.
- Experience working within the nonprofit, child welfare, social services, academia or government settings, preferred.
- Ability to use customer service initiatives to work with partner agencies.
- Skilled in virtual meeting tools such as Zoom and Teams platforms
- Experience using Microsoft Office
- Possess a valid driver's license and dependable transportation
- Must be able to pass a background check

Role Competencies:

- **Communicate Effectively:** Develop and deliver communications using various methods that convey a clear understanding of the unique needs of the different audiences we communicate with.
- **Critical Thinking for Managing Complexity:** Making sense of complex, high quantity and sometimes contradictory information to effectively solve problems.

Kinnect's Guiding Principles:

- **Partnership:** Bringing our collective experience and skillsets to relationships that support our connectedness and achievement of our mission.
- **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.
- **Innovation:** Continuous and dynamic process where creative ideas are valued, discussed, and implemented to significantly disrupt routing and prevailing structures.
- **Integrity:** Having the courage to live the Kinnect values of dignity, respect and honesty.
- **Outcome Focused:** We strive to measure our work, to pivot, iterate, and improve to accomplish desired results.

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, which may include nights and weekends
- 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.