



Position Description

Title: Specialist – Intensive Family Reunification (IFRS)		
FLSA Class: Non-Exempt	EEO Category: Professional	WC Class: 8861
Job Title #1005308	Salary Grade:	Licensure:
Date Approved: 11/26/2016		
Revision Date:	Revision:	

Purpose of Position

This position provides intensive family reunification services that are strength based and family focused to families referred by the Children’s Division, who are in need of services to aid in reunification with the parent(s) of a child or children who are in alternative care. As a professional, the Family Reunification Specialist must be capable for functioning independently, practicing good judgment and discretion in decision making regarding children’s safety and well-being. As a professional, the individual must have a demonstrated willingness to work a non-structured, flexible schedule which may include evenings and weekends to provide the best services to the clients. This position reports directly to the IIS/FRS Supervisor.

Major Duties (*Essential Element)

- Accepts assignment of referrals for reunification of children with their parent or guardian of care
- Meets in home with assigned families and develops a service plan with the family. Assessment to be initiated at time of initial contact*
- Completes initial family assessment using the North Carolina Family Functioning Assessment Scale and other assessment tools to determine the family’s strengths, areas of need, and the development of a safety plan*
- Utilize independent judgment and provide assessment regarding the child’s safety and well-being*
- Identify, develop (if not available) and implement family and community supports needed to address the needs of the family and ameliorate stresses or behaviors that have resulted in past abuse or neglect
- Provide modeling of positive behaviors, coaching and transportation services as needed by the family

- Be available to families 24 hours a day, seven days a week to intervene during crisis or during times that the family is at the highest risk of abuse or neglect
- Call for, invite and manage Family Support Team meetings for families being served as needed to maintain open communication between the family, referring worker, other community supports, juvenile court if involved, and other systems involved with the family. An FST should be held at least twice during an intervention
- Complete all necessary paperwork and contacts in a professional and timely manner
- Other duties as assigned to meet the betterment of families and children being served and Great Circle

Working Conditions

Working in a trauma informed office or home environment. Lighting and temperature adequate. May be exposed to noise and crisis-related behavior from clients.

Physical Demands

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. This person must be able to hear, see, talk, and sit or stand at a personal computer for a reasonable length of time typing and reading. Other physical demands may also include climbing, stooping, kneeling or crawling, listening, tasting or smelling as well as lifting ten pounds more frequent and occasionally 25-100 pounds. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Budget Responsibility

None

Supervisory Responsibility

None

Qualifications

Strong customer service focus, excellent time management, oral and written communication skills. Independent judgment is required to plan, prioritize and organize a diversified workload with attention to detail. Proficiency in Word and email applications is necessary as well as being able to work productively and respectfully with individuals and families from diverse cultural backgrounds. Meet agency requirements for insurance and have a valid MO driver's license

Required Education and Experience

- An Advanced Degree in Social Work or a comparable human service field from an accredited institution and at least two (2) years' experience in family and children's services; and/or a Bachelor's Degree in Social Work or other

human service field from an accredited institution and at least three (3) years post-degree experience in family and children's services.

- Comparable human services field is defined as psychology, psychiatric nursing, psychiatry, mental health counseling, rehabilitation counseling, pastoral counseling, marriage and family therapy, or human services.
- Experience providing in-home services to children and their families.
- Demonstrated knowledge and skills of interpersonal engagement, crisis intervention, communication, educational skill building, and child protection.
- Demonstrated willingness to work a non-structured, flexible schedule, routinely including evenings and weekends.
- Shall be able to provide intensive in-home crisis services to families being considered for out-of-home placement for one or more members.
- Available to be on call 24 hours per day to help with diffusion, structuring, and problem resolution.
- Must have valid Class E driver's license, be insurable by agency carrier, and have access to reliable transportation

Preferred Education and Experience

Greater than two years' experience in family and children's services

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee: _____ Date: _____