



— EAST BAY —  
FAMILY DEFENDERS

## SENIOR SOCIAL WORKER

We seek a highly motivated, passionate, creative-minded Licensed Social Worker wishing to work as part of a legal defense team on behalf of parents facing child welfare intervention.

[East Bay Family Defenders](#) (EBFD) will be opening our doors to clients on September 1, 2018. Our mission is to keep families together and minimize the time children spend in foster care. We seek staff to join us by mid-August to build a cutting-edge, interdisciplinary family defense practice. We will provide innovative legal defense, social work support, and peer mentorship to all parents facing child welfare intervention in Alameda County who cannot afford to hire counsel. We will advocate for systemic change in Alameda County Juvenile Court and the local child welfare system to reduce system intervention in families and promote community-based preventive resources and restorative solutions that meaningfully strengthen families.

The Alameda County Juvenile Dependency Court will appoint our Staff Attorneys to represent parents in cases filed against them by the filed by the Department of Children and Family Services. Parents in these cases face allegations of child maltreatment, ranging from neglect to abuse. Our interdisciplinary teams provide dedicated, zealous client-directed legal defense while addressing underlying issues that brought the family into the child welfare system. We promote interdisciplinary collaboration within our staff and value diverse experience that equips staff for delivering the highest quality of representation to our clients. We will partner with a robust network of community-based providers and allied advocates, drawing upon their expertise to address families' complex needs.

### JOB DESCRIPTION

This full-time Senior Social Worker will be a founding staff member of East Bay Family Defenders, and will have great influence over the development of our growing interdisciplinary staffing. The Social Worker will supervise the staff Parent Advocate(s) with lived experience in the child welfare system. Our Social Worker and Parent Advocate staff will collaboratively advocate for parents alongside EBFD Attorneys in our client-directed model. This will entail advocating for clients outside of court with the Department of Children and Family Services and with service providers as needed. The Social Worker's caseload will include a subset of EBFD

clients who present with heightened needs, including mental illness and substance abuse, which may be co-occurring. The Social Worker will assess clients' needs and goals, and ensure clients are supported to engage in meaningful services that are responsive to their actual needs. Roles and responsibilities include involvement coordinating training for all staff, guiding the professional development for Parent Advocate staff, providing assessment information to the legal team, making client referrals when needed, attending agency meetings with clients, interfacing with various service providers to proactively address challenges, tracking and documenting client progress, supporting parent/child visits, conducting home visits as needed, supporting clients at court hearings, and potentially writing reports on clients' behalf.

The Senior Social Worker may also participate in systemic advocacy, direct the work of social work interns (with support from our contract Field Placement Supervisor), and engage in coalition-building efforts with aligned community-based agencies. Social Workers are expected to maintain updated case data, client legal notes, and their portion of clients' legal files. Furthermore, the Social Worker will maintain connections with relevant community-based agencies and spearhead a routinely-updated client referral guide.

#### QUALIFICATIONS

- Masters degree
- California-licensed LCSW, LMFT or LPCC
- Demonstrated commitment to public interest issues
- Ability to flourish in a high-energy environment
- Ability to multitask and be a productive team player
- Ability to work compassionately and respectfully with clients in crisis
- Excellent verbal, interpersonal, writing, interviewing, and organizational skills
- Bilingual skills preferred
- Experience working with individuals from multi-ethnic communities

#### COMPENSATION AND BENEFITS

Salary is commensurate with experience, ranging between \$60,000 to \$75,000. Competitive benefits package will include health and dental coverage and generous paid time off.

#### HOW TO APPLY

Please email a cover letter, resume, and one writing sample (maximum 5 pages in length) to [jobs@familydefender.org](mailto:jobs@familydefender.org). Applications will be accepted on a rolling basis until positions filled.

East Bay Family Defenders is an equal opportunity employer. We believe in access and inclusion of multiple dimensions of diversity, including race, ethnicity, gender, gender identity

and expression, sexual orientation, religion, and disability. We are committed to implementing equitable practices and promoting diversity at all levels of our organization.