



COUNTY OF SAN DIEGO
invites applications for the position of:

Program Coordinator-County Child Welfare Services-20243712CCWS

SALARY: \$80,142.40 - \$109,740.80
Annually

OPENING DATE: 12/24/20

CLOSING DATE: 01/07/21 11:59 PM

JOB SUMMARY:



The Health and Human Services Agency (HHS) is currently seeking qualified candidates for

PROGRAM COORDINATOR

Child Welfare Services

Program Coordinators provide administrative, analytical, planning, and management support for HHS programs and projects where substantive administrative, policy and/or technical issues require specialized analysis, recommendation and implementation. This is a professional management level classification.

This position will be working in Child Welfare Services and will focus on addressing issues of race, equity, diversity, and inclusion. As Program Coordinator, duties may include:

- Develop a strategic plan for CWS to address disproportionality and disparities for families served and a plan for improving diversity and inclusion amongst the CWS workforce

- Analyze and understand CWS data related to disproportionality and disparities
- Work with Human Resources, County Office of Equity and Racial Justice, HHSA and CWS Diversity and Inclusion teams, Human Relations Commission, Child and Family Strengthening Advisory Board, and Employee Resource Groups to implement changes promoting racial justice, equity, and inclusion within CWS
- Work with University and community partners to enhance the hiring of a diverse workforce
- Partner with Optum and Behavioral Health Services to recruit and retain a diverse pool of clinicians
- Partner with the Family Support Liaison Program to ensure the contract is providing appropriate services to African American and Immigrant/Refugee families
- Review policies and practices implemented in CWS for racial impact
- Develop racial impact statements related to the CWS working group recommendations
- Facilitate discussions and restorative practice circles amongst CWS staff regarding racial bias, disparities, equity, diversity and inclusion
- Train and/or coordinate training of CWS staff, community partners, legal partners, and resource families on issues of racial bias, disproportionality and disparities
- Consult on CWS cases in which racial and cultural considerations are important and may be impacting decisions
- Work with the Resource Family Approval and Foster and Adoptive Resource Family Services team to enhance recruitment efforts of families of color and provide additional supports to relative caregivers, including culturally specific trainings

Child Welfare Services (CWS) strives to ensure every child grows up safe and nurtured. CWS is committed to excellence in the delivery of culturally competent, family-centered and child-focused protective services. CWS investigates reports of suspected child abuse and neglect and intervenes with families who do not meet the minimum community standards of health and safety as required by law. Investigations are conducted in a thorough and professional manner. Family interventions are completed in the least intrusive manner necessary for the protection of the child. In addition to these services, CWS administers the following: Polinsky Children’s Center, a 24-hour facility for the temporary emergency shelter of children; San Pasqual Academy, a first-in-the-nation residential education campus for adolescent foster youth; foster care eligibility and licensing; group home placement services for foster youth with emotional and behavioral issues; services to emancipating foster youth; adoptive home assessments and placements; and critical support services to regional operations. CWS has approximately 2,300 youth (ages 0-21) in foster care.

To learn more about Child Welfare Services, please click [here](#).

Click [here](#) for a complete job description including job duties, working conditions, etc.

MINIMUM QUALIFICATIONS

A bachelor's degree from an accredited U.S. college or university, or certified foreign studies equivalency, AND, four (4) years of professional experience performing analysis, budget management, program administration, engineering, or closely related work in a program performing planning and analysis; OR a combination of education and/or experience as stated above.

Degrees specializing in ethnic studies, social psychology, sociology, social work, or other closely-related degrees are highly desirable for this position.

The ideal candidate will have a working knowledge of HHSA programs and initiatives and have experience in public administration, program management, and budget planning and monitoring.

EVALUATION

Qualified applicants will be placed on a **six (6) month** eligible list based on scores received during the evaluation of information contained on their employment application and supplemental questionnaire. Please ensure all information is complete and accurate as the responses you give will be scored using an automated evaluation system. If you are successful in the initial screening process, your application will be reviewed individually to confirm that the information you provided is accurate and qualifying.

Reasonable accommodation may be made to enable a qualified individual with disabilities to perform the essential functions of a job, on a case-by-case basis.

The County of San Diego and its employees embrace the Live Well San Diego vision: A region that is Building Better Health, Living Safely and Thriving. Click here for more information www.livewellsd.org.



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any **county**, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset and our customers are our number one priority.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.SanDiegoCounty.Gov>

5530 Overland Ave., Suite 210
San Diego, CA 92123
(619) 236-2191
(866) 880-9374

processunitemail.fgg@sdcounty.ca.gov

Position #20243712CCWS
PROGRAM COORDINATOR-COUNTY CHILD WELFARE
SERVICES-20243712CCWS
SD