Job Title	Coach
PVN ID	HC-1709-002103
Category	Instruction and Social Service
Location	HUNTER COLLEGE
Department	Social Work
Status	Full Time
Annual Salary	$75,000.00 - $75,000.00
Hour(s) a Week	35
Closing Date	Aug 25, 2022 (Or Until Filled)

General Description

The National Center for Child Welfare Excellence, Silberman School of Social Work at Hunter College through an exciting new partnership with New York City Administration for Children Services (ACS) will develop, implement and evaluate transfer of learning strategies for the ACS Workforce Institute. The ACS Workforce Institute (WI) is a state-of-the-art professional development institute that strengthens skills and provides support to child welfare and juvenile justice frontline staff as they strengthen and support New York City's families and children. Through partnership with the City University of New York (CUNY), the ACS Workforce Institute offers professional learning initiatives that move beyond the classroom to enhance skill development for new and seasoned ACS and provider agency staff. Through the Silberman School of Social Work and ACS partnership, the Coach will join a dynamic team responsible for launching the new Supporting Knowledge into Practice initiative.

Reporting to the Program Manager, the Coach will work closely with CUNY and ACS leadership to support transfer of learning strategies within New York City's child welfare system. Working collaboratively with the ACS WI Coaching team, the Coach is responsible for using the coach approach to support supervisors and managers in the ACS Division of Child Protection (DCP) and Division of Youth and Family Justice (DYFJ) to integrate coaching into supervisory practices, with a specific focus on developing and implementing strategies to support the transfer of learning for ACS WI learning programs.

The Coach will join a team of CUNY colleagues and work on site at one or more of the ACS Division of Child Protection and/or Division of Youth and Family Justice locations in: Bronx, Brooklyn, Manhattan, Queens, and/or Staten Island.

Other Duties

Responsibilities of this position include:

- Support efforts to promote and establish buy-in for the vision and planning related to building a learning culture and implementing the coach approach.
- Work collaboratively with ACS WI coaching team to support supervisors and managers to incorporate the coach approach into supervision and implement strategies to support staff to practice newly learned skills on the job.
- Provide individual and group coaching, support, and feedback to program staff to support the incorporation of coaching into supervisory practices within DCP/DYFJ.
- Provide onsite technical assistance to aid in implementation and ensure that best practice is being utilized consistently throughout departments.
- Support the design, pilot and implementation of coaching opportunities for supervisors and managers to support transfer of learning efforts for identified learning programs.

- Create a method of developing accountability to ensure that supervisory coaching is effectively delivered.

- Support the transfer of learning to enhance effectiveness of DCP/DYFJ attended learning programs though individual and group coaching sessions, coaching collaboratives, practice labs, and skill refreshers.
- Meet weekly with ACS and CUNY leadership to develop service strategies and participate in peer coaching sessions.
- Participate in coaching sessions with colleagues to enhance own professional development.

- Public speaking, as needed, regarding the initiatives described above.

Qualifications

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- Master's Degree in Social Work, Counseling, Psychology, or related field
- Preference for candidates who have experience using coaching and skills such as motivational interviewing and assessment of risk and safety
- Sensitivity and experience working with diverse cultural and linguistic populations
- A minimum of 2 years of public and/or private agency experience working within a child welfare or juvenile justice system
- A minimum of 2 years of supervisory experience in a social service setting
- Ability to travel between program locations

Preferred Skills:

The preferred candidate should possess the following: ability to conceptualize, process, develop and implement projects in a timely manner; strong working knowledge of supervision and coaching on all levels; ability to speak to large groups and experience with facilitation; working knowledge of organizational development and change management theories and strategies; ability to positively engage with partners in various levels of hierarchy; ability to work as part of a team, as well as independently to achieve necessary results; capability to prioritize tasks and manage multiple projects at one time; excellent oral and written communication skills; strong organizational skills and attention to detail; and commitment to a collegial

workplace is required.

35 hours/week (daily schedule 9am-5pm, with occasional evening hours required).

Applicants are asked to submit a cover letter that details how your qualifications match this position description along with a resume, and contact information for three references.

All staff working on this project in partnership with the ACS WI will be employees of the Research Foundation of the City University of New York. Employment is contingent on satisfactory clearances.

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