



Job Title	Coach
PVN ID	HC-2402-006116
Category	Instruction and Social Service
Location	HUNTER COLLEGE
Department	Silberman School of Social Work
Status	Full Time
Annual Salary	\$80,000.00 - \$80,000.00
Hour(s) a Week	35
Closing Date	May 31, 2024 (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 delivering the Supporting Knowledge into Practice initiative.

Reporting to the Deputy Director, 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 Leaders in the ACS 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 the ACS Division of Youth and Family Justice.

Other Duties

Responsibilities of this position include, but not limited to:

- 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 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 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 learning-opportunities for Supervisors 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 DYFJ attended learning programs through individual and group coaching sessions, coaching collaboratives, practice labs, and skill refreshers.
- Meet weekly with ACS and CUNY leadership to develop service strategies.
- Participate in coaching sessions with colleagues to enhance own professional development.
- Public speaking, as needed, regarding the initiatives described above.
- Other duties as assigned.

Qualifications

- 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: high comfort level working within juvenile detention centers, 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.

Hours: 35 hours/week (daily schedule 9am-5pm, with occasional evening hours required). Due to the nature of this division's work, this schedule is subject to change and will most likely require flexibility for the employee.

Applicants are asked to submit a cover letter that details how your qualifications match this position description along with a resume.

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.