

Catholic Charities of Southern Colorado

Catholic Charities of Southern Colorado is seeking a Family Development Specialist

Job Location: Pueblo, CO

Type: Full-Time

FSLA Status: Non-Exempt

Salary Range: \$40,000-\$43,000 annual

Reports to: Family Development Coordinator

About Us

For the past 80 years Catholic Charities of Southern Colorado (CCSoCo) has faithfully served our marginalized neighbors within the Diocese of Pueblo, a sprawling region encompassing 29 counties in the bottom third of the state, and home to one of the most stunning and diverse regions of our country. CCSoCo offers 15 evidence-based programs designed to stabilize, strengthen, and create opportunities for individuals and families. We employ a two-generation approach to alleviating poverty in Southern Colorado.

Benefits and Perks

We offer a salary range of \$40,000-\$43,000 annually. We value the employees' work-life balance by offering earned Sick and Vacation Leave, along with 12 paid holidays. We offer medical, dental, vision, and life insurance, and a retirement plan with company contributions.

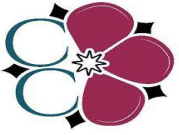
What you will be doing

This position will work as a member of our direct family engagement team to serve families at risk of child maltreatment and losing their child to the child welfare system. This position works one-on-one or in a team approach with individuals and families, providing in-depth Family Development implementing techniques, to assist families toward socio-economic wellness and self-sufficiency to reduce incidents of child maltreatment. Responsible for acting as a resource to assigned families, facilitating assessment of need, helping to recognize barriers to stability, and assisting with the development of goals and strategies for meeting families' needs, improvement of life skills and strengthening their support network.

Family Development Services are funded through various contracts and grants and therefore specific service outreach and approach will vary from contract to contract. Training and tools will be provided to Family Development Specialists to ensure quality services are delivered to meet the needs of the families and objectives of the contract.

Are you interested in this opportunity?

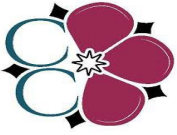
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description**



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Duties and Responsibilities:

- Intake – Interview using Motivational Interviewing with families and develop and maintain relationships which encourage families to talk comfortably about their personal/family situation. Gather information necessary to assess family needs and determine eligibility and suitability for agency services, as well as other programs/services beneficial to the client/family and provide orientation to those services
- Assessment – Assist families to identify barriers which prevent them from meeting their basic needs and determine potential solutions and resources for overcoming these barriers. Help families to recognize and use their strengths and resources by partnering with the family to set goals and objectives through a Family Development Plan and/or Safety Plan.
- Referral & Follow-up - Identify resources within the agency and/or community capable of providing assistance and support to the family in meeting their needs and goal attainment. Inform and assist the family in the process of applying for and receiving services and make appropriate referrals. Provide advocacy for services as needed.
- Provide resources and support to address and/or prevent co-dependency, domestic violence, child maltreatment, mental health and substance abuse disorders.
- Provide Family Development Services - One-on-one instruction/informal coaching or connecting families to educational and other resources, and support the success of the participant based on the Family Development Plan which may include:
 - Providing assistance appropriate family members so they can obtain additional training/education which will lead to employment or employment which has higher wages and/or better benefits.
 - Providing education and/or assistance to appropriate family members, in financial management and wellness to create goals toward economic self-sufficiency.
 - Encouraging the development of good self-esteem and teaching techniques/methods to promote positive self-esteem in other family members.
 - Providing or connecting families to parenting and healthy relationship building education in the areas of child development, school readiness, nurturing families, etc.
 - Provide assistance for needed family management skills including healthy living, home safety, etc.
 - Provide instruction/facilitation of pertinent classes/workshops/groups which may include skill development in Job Readiness, Job Seeking/Keeping, Parenting, Financial Management, Stress Management, Self-Esteem, Meal Planning/Nutrition, Time Management, Leadership Development.
 - Record Keeping/Reporting – Ensure that adequate program and participant records are maintained and that reports, data entry and paperwork are accurate, timely and completed, as required. This includes factual records, documentation of progress and observations critical to case management, keeping accurate attendance records, travel records, monitoring reports, follow- ups, etc.
 - Agency/Community Contact – Establish and maintain professional and effective working relationships to assure successful coordination efforts with



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community resources, including human service agencies, organizations, schools, employers and individuals.

- Interpret and follow various agencies, state and federal manuals used to implement agency programs.
- Carry out mandated reporter responsibilities as required by the Child Abuse/Neglect law of the state of Colorado
- Attending meetings and training as required with some out-of-town travel. Schedule flexibility with some evening and weekend work is required.

Required Skills/Abilities:

- Bilingual in Spanish strongly preferred.
- Understanding of family support and strengthening.
- Understanding of and compliance with confidentiality rules and regulations.
- Understanding of and compliance with Colorado child abuse and neglect indicators, laws and procedures.
- Understanding of trauma informed care and trauma informed response.
- Ability to effectively interview and work with families on goal setting.
- Ability to be a team player and work with diverse populations.
- Independent worker who can handle working alone as well as with a team.
- Excellent verbal and written communication skills.
- Excellent time management/organization skills.
- Strong technological/computer skills (must be comfortable working with different databases).
- Comfortable with remote work and technology like Zoom and Microsoft Teams.
- Detailed and accurate record-keeper. Excellent at keeping accurate, timely and complete documentation in all data systems and files.
- Understanding of various community and state systems: PCDHS, schools, mental health, etc.
- Knowledgeable of resources in the community. Existing working relationships with resource agencies strongly preferred.

Education and Experience:

- B.A. in social work or related field required. Four years of experience may be considered as a substitute for education.
- Minimum 2 years of social work, case management, or related experience required.
- Bilingual in Spanish strongly preferred.

Work Environment:

- Non-profit social service agency
- Business casual