



Affirm Me Youth Acceptance Clinician

Organization: [Kinnect](#)

Post Date: April 4, 2019

Program: Chosen Affirming Family

Reports to: Program Director

Job Location: Cleveland, OH

Salary: commensurate with experience

Benefits: Medical, Dental, Retirement

Position Summary:

Kinnect is seeking a Youth Acceptance Clinician with a Master's Degree in social work, psychology, or clinical counseling with current licensure. Experience working with youth and families involved in child welfare is preferred. Experience providing support to at-risk youth is strongly preferred. Knowledge and experience assessing relevant public and community resources in Cuyahoga County is preferred. The ideal candidate will develop positive relationships with youth and families, colleagues and supervisors; ability to work with a variety of families and youth; and engage families who have not been affirming and help them move towards acceptance of their youth's sexual orientation or gender identity. Skills and experience working in multicultural settings and through an intersectional lens are preferred.

Kinnect, in partnership with Cuyahoga County Division of Children and Family Services, A Place for Me, and Case Western Reserve University, was awarded a four-year federal grant to develop evidence informed/evidence based practices promoting positive outcomes for LGBTQ+ youth who experience the child welfare system. Youth who identify as LGBTQ+ are over represented in the foster care system. LGBTQI+ youth who experience foster care are more likely (than non-LGBTQI+ youth in care) to experience homelessness, rejection, physical and verbal abuse, and higher rates of suicide and depression.

The initiative involves three primary strategies: (1) safe identification of youth in foster care who identify as LGBTQ+; (2) creation of a PRIDE Network of foster caregivers and a PRIDE Youth Board to advocate and educate professionals, caregivers and administrators on the unique needs of LGBTQ+ youth; and (3) implementation of the Chosen Affirming Family model to provide youth acceptance work with biological family members, to move toward reunification and/or legal permanency with a lifelong family.

As part of this work, the Youth Acceptance Clinician will work with the Program Director, Family Development Specialist and Project Coordinator to ensure evaluation and program deliverables are met.

Essential Functions:

- Advocates and supports families of LGBTQ+ youth in foster care or at risk of entering care
- Collaborates with Cuyahoga County Division of Children and Family Services
- Provides the Youth Acceptance Intervention with families who are rejecting a youth due to their sexual orientation and/or gender identity or expression
- Completes reports and other required updates
- Attends leadership team meetings
- Ensures fidelity measures are collected and reported
- Develops communication tools to provide updates regarding outcomes and program deliverables
- Networks with national partners regarding LGBTQ+ permanency work
- Ensures Kinnect is affirming and supportive of permanency work for youth with diverse SOGIE
- Establish relationships with local partner agencies

Department Specific / Non-essential Functions:

- Answer and respond to phone calls and emails in a timely manner
- Keep work calendar current and maintain records
- Participate in agency meetings, functions, and activities as required
- Complete ongoing education as approved by or assigned by supervisor
- Other duties as assigned

Minimum Requirements:

- Master's degree in social work, counseling, psychology, or criminal justice
- Current licensure in good standing
- 5+ years child welfare experience

Skills/Competencies:

- Sound knowledge of the public child welfare system
- Ability to navigate public and private provider networks within the child welfare system
- Excellent verbal skills in order to communicate in a clear, concise and respectful manner to resource families
- Strong project management skills
- Excellent written skills
- Ability to complete monthly and quarterly reports
- Ability to motivate a team
- Comfortability with public speaking
- Ability to focus on meeting deadlines and ensure that contingency tasks are completed in a timely manner

- Experience crossing boundaries of race, class, ethnic origin and personal philosophy; capacity to work effectively with a broad range of constituencies, including youth
- Strong analytical skills
- Demonstrated ability to build relationships in the child welfare field

Additional skills/competencies necessary to carry out services to the service population's culture and socioeconomic characteristics:

- Obtain a cultural awareness that results in a clear understanding of the worldview that directs individual interactions with people of different backgrounds
- Ability to identify needs unique to various diverse populations including those of different gender identity, sexual orientation, ethnic group, race, and physical or mental capacity and address those needs with community resource referrals
- Ability to locate appropriate resources to communicate with Limited-English-proficient individuals or those with hearing impairment
- Assist other professionals and team members in understanding the unique needs/characteristics of diverse populations

Working Conditions

In office daily with some travel to meetings and periodic travel to out-of-state meetings
Reliable transportation required (mileage, per diem and incidental expenses covered)

DISCLAIMER:

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of employees assigned to this position.

Minority and LGBTQ+ candidates strongly encouraged to apply. All employment decisions at Kinnect are based on business needs, job requirements, and individual qualifications, without regard to race, color, religion or belief; national, social or ethnic origin; sex (including pregnancy); age; size; physical, mental or sensory disability; HIV Status; sexual orientation, gender identity and/or expression; marital, civil union, or domestic partnership status; past or present military service; family medical history or genetic information; family or parental status; or any other status protected by the laws or regulations in the locations where we operate.

To apply, please send cover letter and resume to Jennifer Wenderoth, LISW-S at jennifer@kinnectohio.org