

Youth Centered Permanency Roundtables (YCPRT) Coach



Reports to: Director of Program Innovation

Job Location: Cleveland office or Columbus home office

Benefits: Medical, Dental, Vision & Retirement

Position Summary

Youth Centered Permanency Roundtables (YCPRT) is a Casey Family Programs model which has been implemented in 11 Ohio counties over the last five years. The model focuses on engaging youth in planning for, and achieving, their own legal and relational permanency. The creation of a YCPRT Coach was born out of the creation of a Strategic Direction for the model and implementation in Ohio. Funding for this position is being made possible through a partnership with the Ohio Department of Job and Family Services, as this program and the subsequent goals are a priority at the highest level of child welfare in Ohio.

The Coach will play an essential role in the refinement and expansion of Ohio's YCPRT program. The Coach will work closely with the Director of Program Innovation, the PRT Statewide Advisory Council and the Tri-Chairs of the Council, along with the county partners to strengthen the implementation of YCPRT's. To achieve successful outcomes the Coach will need to be able to work closely with the county-level implementation teams to improve their practice and to translate their challenges, successes, and strengths into the larger statewide implementation effort.

Applicants for this position should live in the Greater Cleveland or Greater Columbus, Ohio area. Applicants living in Greater Columbus must be able to maintain a home office and travel to our Cleveland office at least quarterly.

Minimum Requirements

Minimum of a Bachelor's Degree, Master's Degree preferred, in a human services field with at least 5 years' relevant working experience

Essential Functions

- Ability to develop, plan, organize, coordinate and train stakeholders, facilitators, teams, and gap sessions
- Ability to plan and facilitate meetings and strategy sessions in-person, by phone, and web-based
- Ability to model and coach practice, including evaluating others' competencies and providing constructive critiques
- Ability to collect, interpret, and present data and outcomes
- Experience partnering with counties and/or other external stakeholders to alter practice
- Ability to contribute to the adaptation and development of necessary forms and reporting tools such as a dashboard
- Ability to submit monthly reports, newsletters, and program materials that effectively convey essential information and reflect strong written communication skills
- Ability to coordinate parties throughout the state to achieve a strategic vision and its associated tasks

Preferred Skills/Qualifications:

- Change management experience

- Proficient in Microsoft Office or Google Drive Suite
- Strong presentation skills
- Knowledge of, and experience working with, Implementation Science framework
- Ability to resolve conflicts
- Energetic self-starter with the ability to work independently to achieve goals
- Willingness to work in a diverse, small office, small team environment
- Must be able to pass a background check

Additional skills/competencies necessary:

- **Teaming:** Ability to motivate and inspire a team. Must show a commitment to establishing and maintaining vision in a fast-paced fluid environment and to help team members to understand their role in helping to accomplish the vision.
- **Initiative:** Measure self against a standard of excellence. Undertake self-development activities and learn new skills, seek increased responsibilities and ask for and offer help when needed. Demonstrate the ability to work independently and harmoniously with a variety of personalities and leadership styles.
- **Communication Skills:** Clearly and persuasively communicate, including public speaking; listen and seek clarifications; participate in meetings; write clearly and informatively.
- **Integrity:** Work well in a rapidly changing environment; treat others with respect and consideration; accept responsibility for own actions. Understand business implications of decisions, align work with strategic goals, complete administrative tasks and develop strategies to achieve organizational goals.
- **Flexibility:** Able to multitask in a change work environment. Handle competing demands and unexpected events. Willingness to change approach to best fit the situation.
- **Dependability:** Follows instructions, takes responsibility for own actions; keeps commitments.

Working Conditions

- This position requires travel throughout Ohio.
- This job generally operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets, etc.

To apply for this position, submit a cover letter and resume to hr@kinnectohio.org.

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.

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.
