



# Native American Youth and Family Center

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**The Mission of NAYA Family Center is “...to enhance the diverse strengths of our youth and families in partnership with the community through cultural identity and education”.**

## Position Description

<b>Position:</b>	<b>Foster Care Support Specialist</b>
<b>Department/Program:</b>	Family Services Department; Foster Care Services Program
<b>Compensation:</b>	Starts at \$22.00 hourly or commensurate with experience
<b>Benefits:</b>	NAYA recognizes 14 paid holidays per fiscal year. Additional paid time off includes accruals of sick and vacation hours; vacation time is based on tenure with the agency. NAYA also provides medical, dental, and vision insurance, a Flexible Spending Account, and Life Insurance. Employees may enroll in a 401K retirement plan after 3 months of employment and NAYA will match employee contribution to their 401K, up to 6%.
<b>Employment Status:</b>	Regular, Full-Time, Non-Exempt
<b>Hours:</b>	General working hours are 9am-6pm; flexible work schedule available upon approval; evenings and occasional weekends, as assigned.
<b>Supervision:</b>	No supervisory requirements
<b>Reports To:</b>	Foster Care Services Manager
<b>Job Location:</b>	Portland, OR
<b>Created/Revised:</b>	August 2023

### Position Description:

The Foster Care Support Specialist is responsible for case management of Native American youth in foster care in both state and tribal out of care systems. Duties center on case management and include advocacy and attention to the multiple needs of youth in foster care, as well as providing family support to relative and foster families raising non-birth children. This position is primarily a direct service position (80%), with the balance of the time (20%) spent performing administrative tasks.

### Essential Functions:

- Provide a full range of case management services to foster care youth and their families, including:
  - Implementing thorough, accurate, and timely client file management techniques (both electronic and paper records management) in compliance with funding sources, strength-based interventions, and priorities of the Family Services Director and Executive Director
  - Making independent decisions about how to provide support for foster care youth and families based on a thorough assessment of client needs.
  - Planning and providing intervention, activities, counseling, and support for Native American youth in coordination with families and foster care and Independent Living Program services
  - Maintain ongoing contact with youth and foster families on caseload (which may include youth in state and tribal Foster Care and Independent Living Programs, as well as youth emancipated from foster care)

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- Develop and implement a full range of enrichment and cultural arts programs (such as workshops and group classes, one-on-one enrichment and cultural arts activities, and monthly events for families involved in the child welfare system)

## Essential Functions continued:

- Acquire and utilize resources made available through collaboration with other agencies to meet additional needs of clients and their families (such as local and state public, private and tribal social services agencies)
- Develop curriculum and facilitate group work.

## Additional Duties:

- Other duties as assigned by Foster Care Services Manager
- Additional Foster Care Support Specialist Duties:
  - Disburse client assistance funds including family grants, support services, youth bus tickets and school supplies in compliance with funding sources and Family Services Department priorities
- Additional NAYA Family Center Duties:
  - Understand and adhere to confidentiality.
  - Coordinate wraparound services effectively with other NAYA Family Center programs and staff
  - Has clear understanding of data and data entry skill are required, maintain NAYA and/or contractually required information database systems to track client information.
    - Includes entering client data, assisting and/or preparing periodic reports.
    - Database examples include but are not limited to: Efforts to Outcome (ETO), Counselor Max, SAGE Fund Accounting, Raisers Edge, etc.
  - Participate in trainings and/or meetings to ensure program outcomes are achieved.
  - Represent NAYA with the utmost professionalism at community events and other public relations opportunities.
  - Work as an active member of departmental team
  - Participate actively in cross-departmental team projects.
  - Contribute to fostering a safe and secure environment for community members and staff.

## Qualifications:

### Education & Training:

- Bachelor's Degree in Social Work or related field required.
  - A combination of equivalent education and experience may be an acceptable substitute.
- Knowledge and understanding of the Indian Child Welfare Act required
- Knowledge and understanding of the services provided by DHS (Department of Human Services) Child Welfare required
- Knowledge of local community resources, emergency services, and social service agencies, especially with low-income and ethnic minority clientele required.
- Knowledge of Native American culture, arts, and practices preferred.
- Knowledge of Native American history, an understanding of the diversity of the local American Indian/Alaskan Native community and issues surrounding the Urban Indian experience required.

### Certifications/Credentials:

- Certification (or ability to certify) and ability to maintain certification in Cardio Pulmonary Resuscitation (CPR), 1<sup>st</sup> Aid and Automatic External Defibrillator (AED)

### Experience:

- Experience working within diverse populations (specifically with the urban and reservation Native American population, including working within a tribe, board, or other organization) strongly preferred
- A minimum of two (2) years of experience in human/social/direct/educational services with low income and culturally diverse populations preferred
- Experience working at or in conjunction with the Oregon Department of Human Services Child Welfare preferred

**Qualifications, Continued:**

- Demonstrated experience providing social services to families preferred
- Demonstrated experience in the areas of cultural arts and enrichment preferred

Skills:

- Ability to manage and maintain a high-volume caseload of participants efficiently.
- Ability to maintain ongoing, consistent data entry is required for this position.
- Ability to stay composed and exercise good judgment in stressful situations, such as dealing with distressed and/or demanding clients.
- Ability to connect with clients in a manner that successfully motivates them to achieve better outcomes.
- Ability to be extremely flexible when managing changing priorities and schedules, without compromising quality of outcomes, ability to complete tasks, or uphold commitments.
- Ability to consistently apply sound decision-making procedures and a thorough analysis of the situation when solving problems.
- Ability to meet multiple, sometimes conflicting deadlines or workload demands by applying strong organizational systems and efficiently managing time.
- Ability to deal with different people and situations appropriately, including effective communication with people from diverse backgrounds
- Communication skills, active listening, verbal and written, including public presentation skills
- Proficient computer skills including:
  - Web-based research
  - Word Processing
  - MS Excel
  - Database use
  - Email

**Work Environment:** 20% office/, 80% outside office including travel time. Much of the position will happen through telework (video conferencing and telephone).

**Physical Requirements:**

- The employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk or hear; taste or smell.
- Frequent use of keyboard, monitor, mouse, telephone and/or headset
- The employee may be required to sit for extended periods of time.
- The employee must occasionally lift and/or move up to 30 pounds.
- Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.
- *Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

**Equipment Used:** Computer, phone, fax, copy machine.

**Safety Considerations:** Some travel may be required.

**Other Requirements:**

1. Valid Oregon or Washington State Driver License or must be able to obtain one upon hire (must be eligible to be an insured driver under NAYA Family Center's liability insurance policy)
2. Successful completion of a background investigation (including a fingerprint criminal history check) see [https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/60/Forms%20-%20Fingerprinting/Disqualifying\\_Convictions\\_2015.pdf](https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/60/Forms%20-%20Fingerprinting/Disqualifying_Convictions_2015.pdf) for more information)

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3. Must be fully vaccinated for COVID-19 (two weeks after a two dose or one dose regiment) before start date.

## **Application Procedures:**

Interested candidates should submit:

1. A Cover Letter addressing your qualifications for the position and why you are interested in joining the NAYA Family Center team
2. A current Resume

Note: Candidates selected for a job offer will be asked to complete a NAYA application.

Application forms and additional information about employment at NAYA Family Center can be found at <http://www.nayapdx.org/about/jobs>.

**Application Deadline:** Open until Filled.

**Attention:** Incomplete applications will not be considered. Electronically submitted applications are preferred. Due to the sheer number applicants, only those applicants selected for an interview will be contacted. Please respect our no phone calls policy. This job description does not constitute an employment agreement and is subject to change by the employer due to changes in grants and funding sources.

### **Please send application materials to:**

Attn: Human Resources  
Native American Youth and Family Center  
5135 NE Columbia Boulevard  
Portland, OR 97218  
E-mail: [hr@nayapdx.org](mailto:hr@nayapdx.org)