Job Announcement

Position Title: Reunification Case Manager

Department: Reunification Services

Division: Ombimindwaa Gidinawemaaganinaadog

Reports to: Reunification Services Program Manager

Open: until filled

PRIMARY FUNCTION:

Ombimindwaa Gidinawemagaganinaadog arranges an array of culturally based intensive helping and healing services to families, that is supportive and understanding of individual, family, and community needs; engaging families through a strength-based lens that honors Anishinaabe Mino Bimadiziwin, is family centered, respects the dignity and worth of families, and promotes respect and self-determination. This position is responsible for performing individual and family needs assessments in low to high-risk situations to develop case plans and provide resource referrals in order to assist families with needs to preserve and/or reunify and safely maintain children in the home. The focus is to improve the issues identified by the family, which may include safety and well-being factors, reduce risk factors, increase protective factors, increase competence in parenting factors and abilities, and/or family stabilization. Reunification Case Managers accept voluntary and involuntary cases, cases that involve children's mental health or adolescent substance abuse, or cases wherein families are in need of supportive services. Services are primarily provided in a family's home, with community service providers focusing efforts on building rapport, trust, and engagement with families. Reports to Program Manager.

ESSENTIAL RESPONSIBILITIES AND DUTIES

Development of mutually agreed upon case plans for children and families that address and mitigate family safety and risk issues and address well-being

- Engage families in discussion that produces mutually agreed upon goals that mitigate risk and safety factors that led to out of home placement of children
- Engage families in assessing individual needs of caregivers as well as children that will be identified in the case plan
- Engage families in selecting providers to deliver services to families
- Identify family strengths in the case plan
- Develop case plans that address safety risks in order to mitigate imminent harm or danger

- Develop case plans that are sensitive with respect to each family's culture, ethnic origin, citizenship, language, gender, age, sexual orientation, mental and/or physical challenges.
- Develop case plans that are focused or limited to addressing the most significant issues posing risks to family safety or wellbeing
- Develop out of home placement plans and child welfare targeted case management plans that reflect caregiver requests for their children, taking into consideration family physical, mental, emotional, spiritual, educational preferences

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of child development, family dynamics, Anishinaabe child rearing
- Knowledge of family safety and risk factors in the Red Lake community
- Knowledge of substance abuse, mental health, in-home services providers
- Knowledge of case planning and court report components
- Knowledge of assessment and reevaluation of family strengths and needs
- Skilled in conflict de-escalation
- Skilled in community relationships and public relations
- Skilled in utilizing critical thinking skills prior to making decisions
- Skilled in accepting accountability for personal actions
- Skilled in listening, engagement, and building rapport with families
- Skilled in identifying family strengths and building upon them
- Ability to build healthy relationships with families and extended families
- Ability to learn cultural ways and ceremonial ways of Anishinaabe
- Ability to address and mitigate family risk and safety issues
- Ability to utilize family safety planning and natural supports
- Ability to prioritize issues based on immediacy, urgency, critical nature and handle complex, emergent situations
- Ability to maintain confidentiality and ethics
- Ability to learn from trainings and apply them to work performed
- Ability to navigate electronic records independently and type at least 30 wpm
- Ability to work as a team player
- Ability to seek and accept supervision, but operate independently
- Ability to respond 24 hours a day/7 days a week or find coverage
- Ability to maintain self-care, be self-aware and self-regulate
- Ability to ask for assistance when experiencing secondary worker trauma
- Knowledgeable of historical and generational trauma, and the links between trauma and social disparities in the Anishinaabe community

DIMENSIONS

This position does not have supervisory responsibilities

This position may entail exposure to volatile situations or clients, frequent travel, noise

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QUALIFICATIONS

- Bachelors degree in social work, psychology, criminal justice, or related field; or
- 5 years experience working with families in the area of child welfare, child development, family services or related field; or
- Has community and cultural knowledge and can demonstrate their ability with families in the area of child welfare and had knowledge of child development and family services
- Ability to pass criminal background check
- Ability to pass drug screening and remain free from substance abuse issues during employment
- Must possess a valid driver's license throughout employment
- Must have a reliable automobile and insurance throughout employment
- Must be in good standing in the Indian community
- Must be able to respond to crisis and be on call outside of work hours

TO APPLY: Applications/Resumes and copies of certificates/diplomas are being accepted at the Government Center – Human Resources Department, P.O. Box 546, Red Lake, MN 56671 Phone (218) 679-1847.