

Job Title	Managing Social Worker, Harlingen, TX
Employer/ Agency	The Young Center for Immigrant Children’s Rights
Job Description	<p>The Managing Social Worker will co-manage the Harlingen Child Advocate Program team in collaboration with the Managing Attorney. At present, the Managing Social Worker will supervise three Child Advocate Supervisors (Social Workers) and two Case Support Associate but may have 4-5 direct reports at any given time. In the Manager’s capacity supervising Child Advocate Supervisors (Social Workers), they will work with program staff, in collaboration with their Co-Manager, to develop advocacy strategies on cases to which the Young Center is appointed as Child Advocate and will review work product. The Managing Social Worker will work closely with their direct supervisor Deputy Program Director (DPD) (Attorney or Social Worker), as well as a partner DPD (of the complementary legal or social work discipline) to ensure that the office meets case deliverables and program metrics, produces high quality work, and aligns advocacy strategies with the Child Advocate Program’s approach and best practices. This Manager position will be responsible for developing and maintaining relationships – along with the Co-Manager – with local stakeholders, including government field staff, facility staff, legal service providers, and immigration judges. The Managing Social Worker will join a team of Managers who manage the program sites or national program components, and work to establish consistent interdisciplinary practices, ensure compliance with funding and program requirements, and support program growth. In addition, this position will coordinate hiring and training new staff under their supervision in Harlingen.</p> <p>Duties:</p> <ul style="list-style-type: none"> • Oversee and divide office duties with the Co-Manager. • Hire and supervise performance, workflow, and professional growth of individual supervisees, including weekly meetings with each direct report; performing 90-day and quarterly reviews; and providing ongoing feedback and support. • Ensure supervisees implement established policies, procedures, and best practices including but not limited to case strategy; volunteer training, recruitment, and retention; and management of case and volunteer data systems. • Lead weekly case rounds and staff meetings, and conduct meetings as needed to ensure high quality work product and identify trends and areas for advocacy. <ul style="list-style-type: none"> • Guide staff on effective and creative approaches to interdisciplinary case strategy, including oral and written best interests determinations for submission to stakeholders (immigration judges, USCIS, ORR, ICE, etc.); apply social science research and social work best practices, including, but not limited to, trauma-informed and culturally sensitive approaches. • Advise the Child Advocate Supervisors to develop and draft clear and persuasive interdisciplinary written and oral best interests determinations. • Consult on complex cases with the DPDs (Social Worker and Attorney), and when necessary, participate in national complex case rounds or Best Interests Determination panels. • Support the Co-Manager, as necessary, in overseeing the recruitment, training, and retention of volunteer Child Advocates.

- In collaboration with the Co-Manager, oversee stakeholder engagement, troubleshoot challenges with stakeholder engagement, serve as a point of contact for stakeholder relationships, coordinate presentations to local stakeholders, attend case staffings or other stakeholder meetings, and speak about the Child Advocate Program at local, regional, and national events.
- In collaboration with the Co-Manager, manage site referrals, assist staff in developing interdisciplinary case advocacy strategies, oversee court preparation and manage support on all cases
- Along with the Co-Manager, ensure the site team meets case deliverables and program metrics for the government contract and private grants; manage site budget.
- In collaboration with the Co-Manager, produce accurate and timely data management to inform monthly reports to the government and private funders regarding children served, case outcomes, program metrics, and trends observed.
- Foster a supportive, collaborative work culture, leading and motivating staff to engage in creative, thoughtful, high-quality, and effective advocacy.
- Other duties as assigned

Qualifications

Minimum Requirements

Masters of Social Work

- Generally, 4+ years working with immigrants and/or children and youth
- Generally, 1+ year management experience (including but not limited to staff supervision, supervision of volunteers, or other activities such as oversight of program or project deliverables)
- Skills grounded in social work ethics, trauma-informed practices, and culturally sensitive approaches
- Commitment to the interdisciplinary model in both Child Advocate casework and staff management
- Aptitude and thoughtfulness in working with children and promoting child-centered advocacy
- Effective communication skills, including ability to liaise across various stakeholders, program management, and volunteers
- Leadership, team building, critical thinking, and creative problem-solving skills
- Excellent case and project management skills
- Ability to work independently, take initiative, and proactively address programmatic needs

	<ul style="list-style-type: none"> • Ability to work collaboratively, effectively, and creatively as part of an interdisciplinary team • Commitment to a culture of feedback and continuous learning • Commitment to learn and advocate for workplace practices in alignment with diversity, equity, inclusion, and anti-racism principles • Commitment to intercultural responsiveness, sensitivity and awareness, and cross-cultural communication skills and responsive practices • Strong writing and editing skills • Proficiency with Microsoft Office, Zoom, Adobe Acrobat, and willingness to learn new technology and/or platforms • Bilingual ability (oral and written) in English/Spanish or English/other language(s) spoken by the population we serve • Valid driver's license and access to a car <p>Preferred Qualifications</p> <ul style="list-style-type: none"> • Licensure in Social Work • Lived experience that lends insight into supporting immigrant children and their families • Background and/or demonstrated understanding of child development, impact of clinical diagnoses, or systems theory • Comfort with or willingness to present to interested groups and speak with the media or press.
Salary/Hours	Full-time
City, State, Zip code	Harlingen, TX
Application Method	<p>Please Apply Here: https://www.theyoungcenter.org/careers</p> <ul style="list-style-type: none"> - Cover letter - Resume - Writing sample - Three professional references
Opening Date	Immediately

To post a job opportunity or if your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at mswjobs@central.uh.edu with the hiring details of your new job opportunity. Thank you.