



Presbyterian Children's Homes and ServicesSM

Seeking a

Program Director- Corsicana, Texas

To provide overall Program development and oversight for Hopes Program. To promote prevention of child abuse and neglect, public awareness, and child development and well-being in Navarro County. To collaborate with other early childhood entities and agencies to form community collaborations to support this goal. To publicize, recruit and retain families eligible to receive evidence based, family focused, and goal driven child and family services to families with children ages 0-5. To collaborate with other community agencies serving this age group; participate, plan and facilitate parent support and education groups; provide awareness to individual families and community churches and organizations regarding prevention of child abuse and neglect and child well-being; nurture, develop, and organize community resources as needed. To work cooperatively with all administrative staff, inspiring and promoting confidence, motivation and growth in achieving goals and desired outcomes for Hopes Program and the overall community.

This position reports directly to the Regional Director.

Core Responsibilities

1. To be responsible for Hope Program oversight and leadership according to the PCHAS Way.
2. To conduct staff performance evaluations annually, or more often as needed for the Early Childhood Supervisor and Administrative Assistant.
3. To participate in budget building, managing expenditures and general oversight of Hope Program financials and submit all required documentation as prescribed in the Contract in an accurate and timely manner.
4. To teach, supervise and model best practice techniques and uphold high ethical standards.
5. To provide group trainings regarding Policy, Procedures and Program development and conduct staff meetings as needed and economically prudent.
6. To be knowledgeable of local needs and available services to children 0-5 and their parents.
7. To publicize Hopes presence; serve as a professional liaison with the local social service community; and speak to churches, service clubs, agencies and community groups.
8. To work in the community for program promotion, create recruiting efforts, and general public awareness.
9. To create and facilitate a newly organized collaboration of Navarro County professionals who are currently working with families and children with the goal of decreasing abuse and neglect.
10. To receive referrals, assign cases to appropriate caseloads, and provide supervision for the Early Childhood Specialists in the absence of the Early Childhood Supervisor.
11. To plan, recruit for and facilitate parenting support groups and other parent groups as appropriate to the goals of strengthening families and decreasing child abuse and neglect.
11. To practice with a family centered, strength focused and goal driven approach while utilizing the PCHAS Way.
15. To encourage linkages by referring and accepting referrals with the local PCHAS Child & Family Program in an effort to promote internal wrap around services.
16. To facilitate Hopes staff meetings, participate in quality assurance teams as assigned and travel for training as needed.
18. To oversee that all documentation is correctly entered into the PIERS data system in an ethical and timely manner. In the absence of an Early Childhood Supervisor, monitor case documentation to assure it is entered into CSWIS in an ethical and timely manner.
19. To collaborate, communicate and organize community partners in order to provide the best possible resources for children and their families.

19. To receive direct supervision from the Regional Director, participate in reflective individual supervision as scheduled and work cooperatively and as a team member of Hopes.
20. To receive leadership, guidance from Organizational Impact staff and participate cooperatively in communication, quality assurance meetings and trainings as arranged.
21. To perform other duties as assigned.

Job Requirements

This position requires education, training and experience in human service delivery to families and administrative leadership and excellent interpersonal skills. The ability to understand the collective need to strengthen families in an effort to decrease child abuse and neglect is required. Flexibility in terms of work hours is vital to promote program goals and establish parenting venues and activities. Possessing administrative and social work skills is essential along with strong organizational skills, time management, and flexible work hours. Possessing strong skills in leadership, facilitating groups of people, organizing collaborative partners and ethical standards are essential. This position requires a highly motivated self-starter with special abilities in community organizing, leading agency staff and collaborating well with providers and community groups.

Desired Job Expectations

1. LMSW, LPC, or its equivalent.
2. A minimum of 3 year experience working in the non-profit or social service field is preferred.
3. Clinical licensure is highly desired.
4. Experience in supervising, modeling and training staff in areas of best practice and protecting high ethical standards.
5. Experience or discernible high aptitude in working with staff, community groups and social service agencies.
6. Good communicator both verbally and in writing.
7. Possess critical thinking skills to support recruitment, plan for retaining clients and staff and helping staff achieve professional development.
8. Experience working in social services or the child welfare system in a supervisory role.
9. Extensive knowledge of local area social services and experience in building relationships.
10. Bilingual

This is a 100% grant funded position. Although the grant is expected to end at some point in the future, it may be extended by the granting agency for an additional time period beyond that date. If that would occur, your employment under the grant may also be extended. However you should be aware that your employment as a staff member of Presbyterian Children's Homes and Services is considered to be at will and may be terminated by you or PCHAS at any time regardless of the end of the grant.

Presbyterian Children's Homes and Services is a faith-based Christian organization. We provide Christ-centered care and support to children and families in need. We strive to serve like Jesus. We meet our clients where they are and treat them with respect. We focus on our clients' strengths rather than their problems. And we encourage our clients to focus on their future rather than their past. When we do this well, we help our clients find hope and know the love of God.

Apply online at pchas.org