



ASSOCIATE CLINICAL DIRECTOR

APPLICATION DEADLINE

Review of candidates will begin immediately and continue until the position is filled.

ABOUT LEGAL SERVICES FOR CHILDREN

Founded in 1975, Legal Services for Children (“LSC”) is one of the country’s first non-profit law firms dedicated to providing free legal representation and social work services to children. Our mission is to ensure that all children in the San Francisco Bay Area are raised in a safe environment with equal access to a meaningful education and other services that are necessary to thrive and grow. We believe that youth deserve positive alternatives to unnecessary placement in foster care, juvenile justice facilities, and immigration detention. LSC developed the interdisciplinary approach that is considered a best practice in juvenile law today. We deploy attorney-social worker teams to assist Bay Area children who need to access the legal system to stabilize or improve their lives. LSC’s attorneys represent children in legal matters that involve guardianship, dependency, school discipline, immigration, and other civil legal matters. Our social workers provide crisis intervention, case management, counseling, and psychosocial assessments. LSC staff also engage in policy and advocacy projects aimed at advancing the rights of children.

To promote social justice and best serve our clients, LSC is committed to maintaining a diverse staff and providing services with cultural humility. We are committed to fostering, cultivating and preserving a culture of equity, diversity and inclusion and ensuring a workplace where staff can flourish and grow professionally, and well beyond. We strongly encourage candidates from traditionally underrepresented communities and historically oppressed groups including People of Color and LGBTQ individuals to apply. Bilingual/bicultural candidates are strongly encouraged to apply.

ABOUT THE POSITION

This Associate Clinical Director will:

- Provide responsive and compassionate clinical supervision for 3-5 social workers/senior social workers, meeting weekly and being available for all supervision needs
- Collaborate with the Clinical Director on the social work needs of the agency by identifying project wide goals and outcomes
- Serve as a member of the management team, including attending management meetings, actively participating in the management of LSC’s staff and work, working with the Labor-Management Committee as needed, and ensuring that LSC’s work and structure serves its mission and vision

- Provide trauma-informed trainings to all-staff and both social work and legal interns on a regular basis including acting as a guest lecturer for classes taught by LSC staff at UC Law SF.
- Carry a partial caseload of 15-20 clients: Provide culturally appropriate assessment, case management, and client advocacy services as part of our social worker-attorney interdisciplinary team, including conducting psychosocial assessments; completing home assessments; follow up planning; ongoing case management; and attendance at court appearances
- Coordination and coverage when other social workers are on sabbatical, PTO, or leave
- Partner with the Clinical Director in hiring, on-boarding, and training of all new social workers
- Coordinate and oversee interviewing, on-boarding, and supervision of all social work interns
- In partnership with the management team, provide leadership in Diversity, Equity, and Inclusive (DEI) work at LSC and coordinate regular DEI trainings for staff
- Build and maintain relationships with other organizations and government agencies that provide mental health, education, and financial support to children and families in the Bay Area.

REQUIRED QUALIFICATIONS:

- MSW from an accredited school of social work
- At least 4 years post MSW professional work experience with similar population in a position requiring an MSW or LCSW
- Licensed (LCSW) in California and able to complete all of the BBS requirements to provide licensing hours to ASWs as outlined in: https://www.bbs.ca.gov/pdf/forms/lcs/asw_supervisor_info.pdf
- Energy, optimism and passion for serving children and youth
- Strong clinical skills and a commitment to providing culturally competent services
- Ability to work collaboratively across disciplines and with government agencies, social service providers and other stakeholders
- Ability to handle multiple tasks and prioritize workload in a fast-paced environment
- Experience with MS Office applications, including Excel and Word
- Ability to communicate with clients, staff, and external partners in a collaborative, professional, and compassionate manner
- Experience leading or organizing DEI work, including specific experience in addressing how white supremacy and capitalism impact direct service work

DESIRED QUALIFICATIONS:

- Experience serving youth impacted by trauma, including survivors of child abuse, human trafficking, and oppressive systems strongly preferred
- 1-3 years supervisory experience strongly preferred
- Experience and comfort with youth in both individual and group settings preferred
- **Fluency in English and Spanish is strongly preferred**

Please note that due to COVID19, some employees at Legal Services for Children (LSC) are working remotely but with options and expectations to come into the office when necessary. LSC is currently working on a gradual return to office plan. This position will be eligible for a “hybrid” model in which the person can work some of the time outside of the office, even after we have fully reopened.

SALARY & BENEFITS:

Salary is commensurate with experience, ranging from \$91,000-111,000. Benefits include fully paid health insurance (medical, dental, and vision), retirement contribution and generous paid leave (vacation, sick, holiday, and sabbatical). LSC also offers a flexible spending account for qualified health expenditures.

APPLICATION PROCESS

Please send cover letter, resume, one writing sample that you were the significant editor/ writer of and contact information for three references to jobs@lsc-sf.org with “Social Worker” in the subject line. **In your cover letter, please address the following:**

LSC’s clientele is extremely diverse, and the majority of our clients are low income youth of color. To ensure that our agency is best serving these children, LSC strives to promote an evolving set of behaviors and attitudes amongst our staff, as well as policies that enable us to work effectively in all cross-cultural situations, with clients, with our coworkers, and with the community. We see this as a commitment to enhance the provision of our services to all clients; to raise the level of positive client outcomes; and to create an inclusive and respectful workplace in which differences are acknowledged and valued. **How do you think your personal background or experiences, professional or otherwise, have prepared you to contribute to our commitment to cultural humility and diversity amongst our staff?** Feel free to think broadly about your response to this question, applying various aspects of your life and personal experiences.