

# California State University, Fresno Foundation

## FIELD BASED TRAINER – CENTRAL CALIFORNIA CHILD WELFARE JOB ANNOUNCEMENT #14-706

<b>POSITION SUMMARY:</b>	<p><b>Field Based Trainer</b> – Full-time position for the Central California Regional Child Welfare Training Academy through the California State University, Fresno Foundation. This position is on site in Ventura County. The Academy is a collaborative project involving the California State University, Fresno College of Health and Human Services, the Central California Welfare Directors, and the California Department of Social Services. The Academy provides twelve county welfare departments with a competency-based child welfare-training program that links pre-service education induction for new staff and continuing in-service training. Training is delivered at regional sites throughout Central California under the direction of the Academy Project Director.</p>
<b>ESSENTIAL JOB FUNCTIONS:</b>	<p>Under the direction of the Transfer of Learning/Field Training Specialist and in collaboration with Ventura County Children and Family Services, the Field Based Trainer will be responsible for the following. Duties include, but are not limited to, the following:</p> <ul style="list-style-type: none"> <li>• Arrange, schedule, and provide ongoing training for new social workers and those transferring to new programs within the department, in coordination with Staff Development Administrative Specialist, Academy Regional Training Coordinator and training unit Supervisors</li> <li>• Coach and support Child Welfare Services (CWS) supervisors in their respective role as leaders, coaches, trainers, educators and change agents, promoting effective leadership at all levels within the organization in order to build and maintain a skilled workforce</li> <li>• Provide transfer of learning and skill activities for new and experienced CWS social workers and supervisors</li> <li>• Facilitate individual and small group training sessions for new and experienced CWS staff focusing on child welfare core competencies, skills and values</li> <li>• Provide ongoing coaching support to CWS staff for implementing evidence-based and promising practices, focusing on agency, state and federal outcomes</li> <li>• Coach CWS staff to address and manage change within the organization and provide leadership to positively influence the organizational culture at all levels within the organization</li> <li>• Coach CWS staff in their role to advocate for appropriate needed change in agency goals, policy, structure, processes, resources, and short- and long-term planning as appropriate</li> <li>• Make recommendations to County administration on policies and procedures that best support the training and skill development of child welfare supervisors and staff to achieve agency outcomes</li> <li>• Provide on-going evaluation of the effectiveness of the field-based training program in order to ensure continuous quality improvement</li> <li>• Other duties as assigned</li> </ul>
<b>QUALIFICATIONS &amp; EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>• Bachelor’s degree in Social Work or closely related Human Services field from an accredited college or university within the United States required             <ul style="list-style-type: none"> <li>○ Master’s degree preferred</li> </ul> </li> <li>• Minimum of four years of progressively responsible professional experience as a Social Work Supervisor and/or Social Worker in a public Child Welfare Agency or Human Services Agency             <ul style="list-style-type: none"> <li>○ Staff development and or training experience in a public or social service setting preferred</li> </ul> </li> <li>• Knowledge associated with administration of Title IV-E, Title IV-B and/or Title XX funded children’s services programs and state, county and community social service programs and their supporting legislation</li> <li>• Ability to establish effective working relationships with the county and community social services agencies and effectively communicate with staff, supervisors and administrators</li> <li>• Ability to work independently with minimal supervision and speak and write effectively</li> <li>• Must possess knowledge of group facilitation, coaching/mentoring, and motivating teams</li> <li>• Familiarity with competency-based training models, transfer of learning theory and cultural competencies</li> <li>• Competent on the CWS/CMS automated case management system</li> </ul>

