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lakidsrights.org

Supervising Social Worker, Children's Defense Team

The Louisiana Center for Children's Rights (LCCR) seeks a Supervising Social Worker for the East Baton Rouge Client Services Team. It is a senior role whose primary responsibility is to ensure – through direct client services, supervision and professional development of staff, and practice management – that the social workers, youth advocates and social work interns on the team provide high-quality, client-directed support for every eligible youth in East Baton Rouge Parish Juvenile Court. The Supervising Social Worker is additionally tasked with representing LCCR's interest within juvenile justice reform through participating in working groups, task forces, system-wide meetings, etc.

Organizational Overview

The Louisiana Center for Children's Rights (LCCR) is a non-profit law office that fights to keep children out of the justice system so they can thrive in their homes and communities. We both represent individual children in their court cases and address the systemic issues that trap mainly poor, Black youth in the justice system.

Juvenile Defense: As the juvenile public defender in New Orleans, our Children's Defense Team represents over 90% of children in the city who come into contact with the juvenile justice system. We provide each child with a holistic team – a lawyer, social worker, investigator, and youth advocate – to address both the causes and consequences of an arrest.

Juvenile Life Without Parole: We represent the majority of Louisianans who are facing or serving life without parole sentences for crimes they committed as children, which the U.S. Supreme Court has ruled unconstitutional in all but the rarest cases. We know that children can and do change for the better, so we fight for their second chance.

State and Local Advocacy: We advocate for policies that reduce the number of children in the justice system and provide better alternatives to arrest and incarceration. For the kids who do enter the system, we support policies that keep them safe, protect their rights, and get them home as soon as possible.

Specifically, the Supervising Social Worker's responsibilities include:

Direct Representation

- Represent a caseload of youth in juvenile delinquency and Families in Need of Services proceedings, providing high-quality, zealous, client-directed support.

Supervision

- Supervise all social workers, youth advocates and social work interns on the EBR Client Services Unit Team

- Communicate clear individual performance goals to staff, and provide coaching, support, and guidance to help staff achieve those goals and render excellent services to clients;
- Regularly observe and review performance, and provide fair, constructive, and timely feedback, both formally and informally, on the performance and work product of supervisees;
- Be available in the event of staff and/or client emergencies/crisis to provide assistance and support to social workers, youth advocates, and/or clients as needed. Communicate with supervisors about emergencies as needed;
- Oversee staff administrative compliance, and ensure the timely and accurate collection and analysis of efforts and outcomes data. This includes, but is not limited to, ensuring note and file accuracy, reviewing caseload spreadsheets and weekly outputs;

Practice Management

- Schedule, coordinate, and facilitate weekly meetings with supervisees
- Coordinate coverage, training and case assignment within the unit,
- Participate, as needed, in the hiring of EBR Defense Team social workers, youth advocates, and social work interns;
- Schedule, coordinate, and facilitate monthly meetings with the EBR's Defense Team Attorneys to assure that an integrated holistic defense service is provided to every LCCR client;

Required Qualifications

- Deep commitment to the defense of indigent youth and recognizes that all advocacy must be driven by the expressed interests of clients;
- Excellent interpersonal and interviewing skills, and the ability to develop rapport with a wide range of people;
- Strong analytical ability;
- Excellent written and oral communication skills;
- Thorough understanding of social, psychological, medical, economic, and legal factors that affect adolescent behavior;
- Strong work ethic;
- Creativity and flexibility in solving problems and meeting challenges;
- Graduate-level social work degree from an accredited school of social work;
- Licensure or certification to practice masters-level social work in Louisiana, or eligibility to obtain such certification or licensure in the immediate future;
- Car ownership, or daily use of a car, with a valid driver's license and insurance;
- Willingness to submit to a background check.

Preferred Qualifications

- Experience working with low-income clients and young people;
- Familiarity with developmental psychology, mental health issues, the New Orleans public schools, and/or the geography, history, and people of New Orleans and Louisiana;
- Understanding of relevant law and of the juvenile justice system.

Salary and Compensation

The position offers a salary of \$45,000-\$72,000 depending on years of experience and based on an established pay scale. LCCR offers employee benefits that include generous paid time off, health insurance, and parental leave. The position is full-time, and no other compensated work is permitted.

To Apply

Please provide a resume, cover letter and three professional references, explaining your interest in the position to jobs@lakidsrights.org. In subject line of the email, please write "Supervising Social Worker". Applications will be considered on a rolling basis and the position will remain open until filled.

LCCR values diversity and is an equal opportunity/affirmative action employer. People of color, women, LGBT persons, people with disabilities, and those directly impacted by the justice system are encouraged to apply for all positions.