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lakidsrights.org

Social Work Supervisor

What is LCCR?

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.

Regional Holistic Defense: In partnership with the East Baton Rouge Office of the Public Defender, we support arrested youth in Baton Rouge. Our Advanced Advocacy Project meets children when needed most—shortly after their entry into the legal system. Our social workers and youth advocates work directly with EBRPDO attorneys to provide holistic defense.

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.

Team description

LCCR's holistic defense model addresses the needs of youth both inside and outside the courtroom. Our Client Services Team includes social workers and youth advocates who support client needs and advocate for those needs to be met. This role will be instrumental in ensuring LCCR's holistic defense model is delivered across our New Orleans and Baton Rouge offices.

The Client Services Team is a highly collaborative and fast paced team that works closely with attorneys and youth advocates. The Supervising Social Worker will lead this team. In this role, you will have the ability to make an impact on LCCR's practice standards and shape how we deliver client services.

Role responsibilities

Specifically, the Supervising Social Worker's responsibilities include:

Supervision

- Supervise social workers, youth advocates and social work interns in New Orleans and Baton Rouge.
- 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;

Direct Representation

- Represent a caseload of youth in juvenile delinquency and Families in Need of Services proceedings, providing high-quality, zealous, client-directed support in accordance with LCCR's practice standards.

Minimum 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 clinical-level social work in Louisiana,
- 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

- Ability to provide BACS supervision
- 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

Our salary scale is based on paying competitively with our size and industry and are one part of many compensation, benefits, and other opportunities we offer.

The salary range for this position is \$55,000-\$72,000 depending on years of experience as well as an annual supervision stipend.

LCCR offers annual automatic raises and employee benefits that include unlimited flexible paid time off, a mental health stipend, fully covered health insurance for spouse or all children, and paid 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 "Social Work Supervisor". 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.