

Director, Fostering Futures

The Fostering Futures (FF) Collaborative is accepting applications for a Director to join its leadership team and direct its statewide programming. www.fosteringfutureswisconsin.org

The most suitable candidate will hold a Bachelor's degree minimum with a demonstrated interest in practicing at the macro level, creating community health improvement with a focus on the interaction between policy change with local, community-level change.

Context

This project will promote child and family resiliency through integration of trauma-informed principles into Wisconsin's child welfare policies and practices to mitigate the short/long-term social, emotional and health effects of childhood toxic stress. FF will transform child welfare systems through the integration of trauma-informed principles at the state, tribal and county levels. FF will target child/family-serving agencies at the state/tribal levels and in the 25-30 counties that are involved with the WI Trauma Project.

Change will be informed by biological parent voices at the FF leadership and county levels. Participating parents will be offered support/coaching from a FF parent partner who has systems-level advocacy experience. Core teams will be formed at the state/tribal and county levels, filling cohorts for shared learning led by NCBH. Participating teams will: 1) Learn about ACEs/TIC; 2) Conduct organizational self-assessments; 3) Target 2-3 of the 7 TIC domains for changemaking; and 4) Develop and implement action plans.

Shared learning experiences will be facilitated by a national partner experienced at mental health and adult learning. The primary role of the Director is to guide teams through the learning process through a combination of motivation, coaching and problem solving.

FF's primary academic partner is the Medical College of Wisconsin. The primary community partner is SET Ministry, Inc; additional community partners are Fostering Hope Foundation, Office of The First Lady of WI, Casey Family Programs, WI Dept of Health Services, WI Office of Children's Mental Health and Children's Hospital and Health System.

Mission

To accelerate momentum for the trauma-informed care movement across Wisconsin through the combination of a public awareness campaign and statewide infrastructure.

Vision

To make Wisconsin the leading state in the nation at integrating trauma informed principles to transform systems providing for the wellbeing of children and families.

Program Leadership and Management:

- Ensure ongoing programmatic excellence
- Demonstrate consistent quality of coordination and administration, communications and data-collection; recommend timelines and resources needed to achieve the program goals
- Create coaching capacity to support the integration of trauma-informed principles
- Support the development of a plan for FF's long-term sustainability
- Strengthen FF's capacity for third-party program evaluation
- Supervise population-health fellow(s) and contract coaches
- Staff monthly meetings of the Fostering Futures Steering Committee
- Reports to the CEO of SET Ministry, Inc in Milwaukee



External Relationships:

- Manage relationships with approximately 50 teams within the FF learning community
- Recruit and support trauma-informed coaches to support team members
- Manage relationship with a national training partner
- Facilitate regular meetings of a Policy Advisory Council
- Expand revenue generating and fundraising activities to support existing activities and the growth of FF; cultivate existing relationships and develop new funder relationships

Knowledge Management:

- Develop the necessary systems, processes and tools to better support the facilitation, collection, and sharing of knowledge that is generated by the FF process
- Develop dissemination system to share organizational learning with a broad range of communities
- Ensure that key project outcomes and/or policy, advocacy, and legislation are evaluated and leveraged for maximum community and organizational impact

Qualifications:

- Ten or more years of professional experience demonstrating exceptional leadership in various domains such as: nonprofit leadership, public policy, macro social work, human resources or other fields of human services
- Working knowledge of the science of trauma-informed care
- Bachelor's degree minimum; Master's or other advanced degree preferred
- Competency with the principles of organizational development
- Grant-funded program coordination and management experience
- Grant writing, management and administration (including budgeting)
- Understanding of and experience in community engagement
- Excellent communication skills: writing, listening and the ability to communicate between different committees and across different styles effectively. Demonstrated ability to communicate in a way that furthers relationships and builds confidence.
- Organizational skills: detail-oriented and well organized; self-directed.
- Computer skills: fluency with Microsoft Office, Outlook, Excel, web-based applications
- Capacity to travel to various parts of the state of Wisconsin on a periodic basis, with more frequent travel to Madison and Wausau. Estimated 10-20 overnights plus additional day trips of 40 per year

Additional Preferred Qualifications:

- Cross-cultural understanding
- Ability to navigate comfortably in a variety of work settings
- Event planning experience
- Facilitation skills

First interviews will be held in-person in the Milwaukee area on a date between Feb 15-22 (to be determined.) Second interviews will be held in-person on Feb 25 in the morning in Delafield, WI.

Submit cover letter and resume to hr@setinc.org

SET Ministry, Inc
Primary community partner
for Fostering Futures
www.setinc.org