Foster America fellows leverage their diverse professional backgrounds as they assume leadership roles at child welfare agencies, improving outcomes for our nation’s most vulnerable children and families. In partnership with the Washington Association for Children and Families (WACF), we seek a skilled strategist, evaluator, and manager to coordinate a bold effort to advocate for the high-quality services and supports that families deserve. WACF’s mission is to champion bright futures for children and families across Washington State through collaborative advocacy efforts. The Foster America fellow will use their exceptional relationship management expertise to engage and coordinate members as they work to identify areas for practice and program improvement for WACF to pursue on its membership’s behalf.

About this Role: The fellow will utilize expertise in strategic planning, project management, and facilitation to plan, strategize, and advocate for systems-level reforms aligned with the Washington Association for Children and Families (WACF) mission. While the Association has built impressive support services for its member agencies, there is a need to better understand programmatic impact in order to improve quality, scale successes, and lead providers through meaningful change. WACF is on a mission to reduce the number of youth coming into foster care and create a more racially equitable system. This role will help make that a reality!

The fellow will collaborate closely with Association members to sustain and improve existing services, as well as build new programs to the meet their evolving needs. This role will conduct best practices research and evaluate projects, ultimately leading members through a process to identify reform ideas, lead change, and harvest new funding streams. A particular focus will be to work closely with Washington’s Department of Children, Youth and Families. WACF sees this moment as an opportunity to catalyze innovative and family-centric child welfare system redesign.

Over the course of 18 months, the fellow will:

- Lead the design, implementation, and evaluation of multiple innovative reform projects, serving the needs of the Association’s members
- Serve as the central liaison to WACF’s Divisions: Child Placing Agencies, Intensive Services, and Family Preservation and Support Services
- Lead the Foster Care Collaboration, managing inbound marketing and data collection to assess impact, recommending quality improvement strategies and packaging the full solution for regional and national scale
- Support members to develop the systems and tools for continuous quality improvement, enabling increased usage of data in decision-making

Position Highlights:

- Work hand-in-hand with the Association’s Executive Director, Jill May
- Joining a startup environment, this role will help to envision the future of the Association
- Serving in a non-profit Association, work on systems improvement outside of the public agency
- Work across various parts of the child welfare system
- Collaborate with two other fellows in WA, creating a bridge between the Association and public system
- Phenomenal opportunity to use evaluation to advocate for quality improvement
- Join a team that is dedicated to creating a more equitable child welfare system
- Work on the cutting edge of child welfare systems redesign in Washington State
About the Fellowship: The Foster America Fellowship is an opportunity to radically improve the lives of our nation’s most vulnerable children by designing and implementing innovative solutions to some of the child welfare system’s most complex problems. Fellows apply the skills they have cultivated in other sectors as they transition to full-time, 18-month positions at child welfare and human service agencies. In their roles, fellows focus on high-impact reform projects to create better and more equitable outcomes for children, families, and communities affected by child abuse, neglect, trauma, and poverty. Each role is designed to have an immediate and lasting local impact while also informing solutions that can be scaled nationally. Foster America fellows receive extensive training and professional development with a cohort of peers, positioning them to thrive and grow as social change leaders during the fellowship and beyond.

About the Agency: The Washington Association for Children & Families is a non-profit association of child welfare providers working to strengthen families and champion bright futures for children and families across Washington State. WACF works with its members to spearhead new initiatives, coordinate collaboration and conversation between private agencies and speak with a unified voice on the behalf of children, youth, and families. Through collaborative advocacy efforts, WACF supports critical services for families. The contributions of WACF and its member agencies are divided into three primary groups: Child Placing Agencies (CPAs), Intensive Services, and Family Preservation and Support Services. WACF hired its first-ever Executive Director in April 2018. The fellow will join this growing organization and support the Executive Director and WACF members as the Association evolves.

Eligibility Requirements

- Fellows must have U.S. work authorization.
- Fellows must be able to work full-time for at least 18 months starting by October 5th, 2020.
- Fellows must work on-site at their host agency.
- Fellows must participate in quarterly training sessions that last from three to five days.
- Fellows must pass all host agency employer requirements, which may include background checks, drug screening, and civil service exams.

Compelling Candidates are:

- Committed to our mission of improving the lives of our nation’s most vulnerable children, families, and communities
- Experienced professionals, with at least 7 years of progressive leadership roles
- Able to navigate complex political environments and use relational skills to build a cohesive vision
- Skilled in data-driven decision-making, using analytical skills to evaluate complex situations and recommend solutions
- Experienced in strategic, financial, and implementation planning
- Results-oriented, with a track record of leading positive change
- Creative in developing unique solutions to complex problems
- Flexible, adaptable, proactive, and persistent
- Curious and eager learners
- Humble and self-reflective

How to Apply

- Applications are accepted online here!
- Early application is advantageous to candidates.
- Information about our application process, selection timeline, and other open fellowship opportunities is available on our website here.
- To learn more, join a webinar! You will learn about Foster America, hear from current fellows, and be able to ask questions. To see the schedule of webinars, click here.

Please direct any questions to recruit@foster-america.org!