

Job Title	Leadership Coach and Trainer
Employer/ Agency	Portland State University's Center for Improvement of Child & Family Services (part of the School of Social Work.)
Job Description	<p>This national leadership program for tribal, state, and county child welfare managers emphasizes hands-on skill building and theory related to workforce development through implementation of systems change and leadership in child welfare. The existing curriculum draws on change leadership research by Ronald Heifetz and implementation research from the National Implementation Research Network (Fixsen and Blasé), and cultural humility theory (Robert Ortega). It will also be useful for consultants to be grounded in strengths-based approaches to leadership and to understand how to build a resilient organizational culture. A background in child welfare management and leadership is a "must".</p> <p>The LAMM residential training is three days long and will be held a minimum of six times over four years between October 2014 and September 2018. Trainers will be asked to be available for all trainings. Travel will typically require an additional day. In addition, trainers will be expected to provide individual and small group coaching both before and after residential trainings, usually by phone. Though training consultants will have a voice in quality assurance and improvement, fidelity to the curriculum as designed is critical to the evaluation process.</p> <p>The Leadership Academy for Middle Managers is a component of the National Child Welfare Workforce Institute, a collaborative agreement with the U.S. Children's Bureau and eight universities. This particular contract will be with Portland State University's Center for Improvement of Child & Family Services (part of the School of Social Work.)</p> <p>Required activities:</p> <ul style="list-style-type: none"> • Learn the curriculum and participate in a trainers' run-through. • Be available to provide 30-45 hours of coaching six weeks prior to three day residential training. • Serve as lead trainer for some content, and serve as co-trainer and participant coach for other content during the training. • Attend every day of each training. • Provide up to 120 hours coaching over a five to six month period, following the residential LAMM. • Participate in regular monthly 1.5 hour development meetings with other coaches. • Participate in coordinating calls with LAMM staff and training team as needed.
Qualifications	<p>Minimum qualifications:</p> <ul style="list-style-type: none"> • Master's degree or above in social work, public administration, or related field. • Experience working with the public child welfare system. • Experience providing training at manager level or above. • Documented effectiveness as an instructor and or trainer supported by evaluations and or references from agency personnel. • Grounded in theory and practice of leadership, change management, systems change and implementation science or related topics. • Demonstrated competency, supported by references, in working with diverse adult learners including American Indian, Alaskan Native and professionals

	<p>across a range of racial, ethnic and linguistic groups and cultures.</p> <ul style="list-style-type: none"> • Demonstrated track record using hands-on, skill-based training approaches (such as involving the use of role plays and other experiential practice based learning). • Able to learn and deliver a scripted curriculum. <p>Preferred qualifications:</p> <ul style="list-style-type: none"> • Managerial experience in child welfare. • Experience implementing change initiatives in child welfare.
Contact Person	Deborah Reed, MSW
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Application Method	A complete application will consist of the following; Cover letter; Resume, including list of significant training or instructional experiences and summary of evaluation results for recent trainings/classes; and Name, physical address, email address, and phone number of three professional references.
Opening Date	Please email materials by September 2, 2014

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