



NICWA

National Indian Child Welfare Association
Protecting Our Children • Preserving Our Culture

POSITION ANNOUNCEMENT:

COMMUNITY DEVELOPMENT AND GOVERNMENT AFFAIRS FELLOW

The National Indian Child Welfare Association (NICWA) is dedicated to the well-being of American Indian and Alaska Native children and families. We believe every Native child must have access to community-based, culturally appropriate services that help them grow up safe, healthy, and spiritually strong—free from abuse, neglect, sexual exploitation, and the damaging effects of substance abuse.

NICWA is a nonprofit membership organization founded in 1983 and based in Portland, Oregon. Our members include tribes, individuals—both Native and non-Native—and private organizations from around the United States concerned with Native child and family issues. Together, our partners, board, and staff work to protect Native children and keep them connected to their family, community, and culture. Our community development and government affairs fellow will have the exciting opportunity to build their organizational knowledge while working under the direction of senior leadership with decades of experience to support child welfare by developing and maintaining strong relationships with tribal and urban Indian communities, building their capacity to be an effective advocate while working with child welfare agencies, courts, and policymakers. The fellow will have the opportunity to make a difference in Native communities by participating in the planning, delivery, and evaluation of effectiveness of child welfare training and technical assistance, ensuring that Native children remain connected to culture in their families and communities.

The Opportunity

We are a culturally based organization with a focus on leading our work with Indigenous values. This unique, one year paid fellowship offers competitive benefits, a flexible work arrangement, and will allow the fellow the opportunity to learn to use NICWA frameworks and tools to assess, identify needs, and provide effective technical assistance to meet the needs of Native children and families. The fellow will work under direction of our director of government affairs and advocacy to ensure that our constituents and partner organizations receive policy updates and information regarding the needs and strengths of Native children, families, and communities and will advocate for policy and program changes. The fellow will have the opportunity to write briefing papers, sample testimony, proposals, articles, trainings, and workshops on the topic of child welfare. They will have the opportunity to impact Native communities by ensuring services and trainings are shaped by the communities we serve and culturally relevant. We are providing virtual training and technical assistance delivery during the COVID-19 pandemic, and all NICWA staff will be working remotely until at least November of 2021.

We are a well-regarded national organization with strong leadership, deep roots locally in the Pacific Northwest, and strong relationships with local tribal communities as well as tribes nationwide. We have a strong track record of culturally responsive trainings and an engaged board of directors who help shape our work. We have a highly collaborative workplace. The way we do our work is just as important

to us as the quality and outcomes of our work, and we invest deeply in our employees and our organizational culture.

Candidate Profile

NICWA seeks an emerging leader who is passionate about the well-being of American Indian and Alaska Native children and families and hopes to use their expertise in developing child welfare or related human service programs to contribute to our mission. This leader will have a passion for working for Native children and families, strong writing skills, and a love of learning. Our community development and government affairs fellow will have strong relational skills, with experience and expertise in working with different communication styles and the ability to work through conflict to strengthen relationships. This position will be an excellent fit for individuals with a master's degree in social work, public administration, public policy, or a related human services field who has a strong knowledge of Native culture and social services systems. Recent graduates, non-traditional students, and candidates who are interested in careers in social services are strongly encouraged to apply.

Key Skills, Attributes, and Areas of Expertise

- **Desire to Learn**—The fellow will build strong organizational knowledge and learn and practice NICWA's approach to child welfare, policy, and strengthening communities
- **Relationships**—The community development and government affairs fellow will build, maintain, and leverage strong and sustainable relationships with colleagues, tribal leaders, policymakers, and community members while showing sensitivity, empathy, and a sense of fairness to the needs and perspectives of others
- **Strong Writing Skills**—The fellow will produce written materials for communities, policymakers, and colleagues
- **Tech Savvy**—Ability to work remotely using Microsoft Office Suite, Zoom, and Teams
- **Strong Cross-cultural Skills**—A strong knowledge of Native culture and social services with demonstrated experience working with tribal organizations and tribal governments will be pivotal to success

NICWA is proud to be an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, sex, disability, veteran, or any protected status. If you are interested in the position, but do not meet all of the qualifications, we would still love to hear from you! Please explain what areas of support you would need to meet the qualifications and how the fellowship would help meet your future career goals in your cover letter.

To Apply

Complete application materials include: a cover letter, resume, and NICWA's employment application (which can be found at <https://www.nicwa.org/employment/>). Please submit completed application materials to nstewart@nicwa.org by September 17, 2021.

Paper application materials may be mailed to:
NICWA Human Resources Department
5100 S Macadam Avenue
Suite 300
Portland, OR 97239