



**NICWA**

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

## **POSITION ANNOUNCEMENT: DIRECTOR OF CHILD WELFARE**

**Closing date: 12/29/21**

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 private, 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 next director of child welfare will ensure that: (1) training is provided in response to current and emerging issues to increase the level of competence of child welfare and other professionals serving Native children and families, (2) technical assistance is provided in response to tribal community and their partner requests that provide professionally sound and culturally relevant information and tools, and (3) positive working relationships and partnerships with tribes and organizations are fostered.

### **The Opportunity**

We are a culturally based organization with a focus on leading our work with Indigenous values. Our director of child welfare will serve as the primary NICWA trainer, providing tools and training to individuals who serve and strengthen Native children and families. The director of child welfare will work directly with family members, service providers, and court personnel by responding to emails and calls and providing compassionate social work support, information about navigating the child welfare system, information about the implementation of the Indian Child Welfare Act, and referrals for services for Native families and children. The director of child welfare will also ensure the provision of accurate, timely, and effective technical assistance services, such as program assessment, consultation, training, and development of program services and infrastructure. They will have the opportunity to impact Native communities by ensuring services and trainings are shaped by the communities we serve and are culturally relevant. We are providing virtual training delivery during the COVID-19 pandemic, but the position will include travel to communities we serve when it is safe to do so.

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 technical assistance 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 in our employees and our organizational culture.

## Candidate Profile

NICWA seeks a leader who is passionate about the well-being of American Indian and Alaska Native children and families and hopes to use their training expertise to contribute to our mission. This leader will have a passion for working for tribal nations and Native children and families, strong writing and verbal communication skills, ability to develop and maintain strong partnerships, and a love of learning. Our new director of child welfare 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. They will also have a strong work ethic and will be flexible and mission driven in the types of work they perform. This position will be an excellent fit for individuals with a passion for teaching.

### Key Skills, Attributes, and Areas of Expertise

- **Leadership and Vision-** The director of child welfare will have experience in training or teaching, with attention to cultural responsiveness.
- **Knowledge-** The director of child welfare will respond to requests for information with compassionate social work support, information, and referrals to telephone and email requests for information from family members, service providers, and court personnel about navigating the child welfare system, implementation of the Indian Child Welfare Act, and services for Native families and children.
- **Relationships-** The director of child welfare will build, maintain, and leverage strong and sustainable relationships with professional colleagues, partner organizations, and tribal community staff and members.

### Qualifications

- Has a master's degree in social work, social services, or a related human services field and at least five to ten years of experience in the field or equivalent specialized experience
- Strong knowledge of Native culture and social service systems with demonstrated working experience with tribal government structures, tribal service systems, and tribal judicial systems
- Has knowledge of the Indian Child Welfare Act, and its implications for policy and practice
- Has knowledge of how to direct, coordinate, and implement an effective and culturally competent comprehensive social services program with expertise in Indian child welfare and working in Indian Country
- Has skill in working in interagency and intergovernmental relationships, showing ability to act as effective liaison between staff, upper management, and other departments
- Has ability to meet with, solicit the cooperation of, and deal effectively with tribal councils, boards, individuals, judicial staff, and private agencies (Native and non-Native) and government agencies (Native and non-Native)
- Demonstrates use of good facilitation skills
- Has skill in interpersonal relationships, showing sensitivity, empathy, and sense of fairness to the needs and opinions of others

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.

### To Apply



Completed 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](mailto:nstewart@nicwa.org) by December 29, 2021

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