



POSITION ANNOUNCEMENT: CHILD WELFARE DIRECTOR

The National Indian Child Welfare Association (NICWA) supports the safety, health, and spiritual strength of Native children. Grounded in Native values, we work to keep Native children with their families and their communities.

NICWA is a nonprofit membership organization founded in 1983 and based in Portland, Oregon. Our members include Tribal Nations, individuals—both Native and non-Native—and private organizations from across the United States and Canada concerned with Native and First Nations child and family issues. Together, our board, staff, and partners work to protect Native children and keep them connected to their families, communities, and cultures. Our next child welfare director will lend their extensive experience and expertise working with Native communities and families to ensure that: (1) training and technical assistance is provided in response to current and emerging issues to increase the capacity of Tribal and urban Indian programs and increase the level of competence of Tribal child welfare and other professionals serving Native children and families, (2) training and technical assistance materials and methods are professionally sound and culturally relevant, and (3) positive working relationships and partnerships with Tribal Nations and organizations are fostered.

The Opportunity

NICWA's child welfare director will have the opportunity to impact Tribal communities on a national level and to create avenues to hear directly from NICWA members, families, communities, frontline workers, and Tribal leaders about the needs of their community to more effectively serve Native children and families. This position will work in collaboration with the senior program director to ensure that community-based services are grounded in Indigenous values and worldviews and reflect Tribal cultures and traditions. They will bring expertise and the perspective of those that serve children and

families to strengthen NICWA's support of Tribal communities, creating systems and programs that are better equipped to support Native children and families.

We are a culturally based organization that leads our work with Indigenous values. Our child welfare director will empower and support Native communities by developing resources designed to mobilize community-based culturally responsive services. They will be a NICWA trainer, providing tools and training to individuals who serve and strengthen Native children and families. They will work directly with family members, relatives, service providers, and court personnel by responding to emails and calls to provide compassionate social work support, information about navigating the child welfare system and implementation of the Indian Child Welfare Act, and service referrals for Native families and children. The child welfare director will also ensure the provision of timely and effective technical assistance services, such as program assessment, consultation, training, and development of program services. They will have the opportunity to impact Native communities by ensuring services and trainings are shaped by the communities we serve and are culturally grounded. This hybrid position will work from home on Mondays, Thursdays, and Fridays, and from our Portland, Oregon, office on Tuesdays and Wednesdays.

We are a well-regarded national organization with strong leadership, deep roots locally in the Pacific Northwest, and strong relationships with tribal and urban Indian communities nationwide. We have a strong track record of culturally responsive resources and 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 in our employees and our organizational culture.

Candidate Profile

NICWA seeks a leader who is passionate about the well-being of Native children and families and hopes to use their training and technical assistance expertise 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 new child welfare director will have strong relational skills, with experience and expertise in working with different communication styles and the ability to manage adversity to strengthen relationships. This position will be an excellent fit for individuals with a passion for teaching, facilitating, and community-driven practice. Our child welfare director will have a strong work ethic and will be flexible and mission-driven in response to community needs and the types of work they perform.

Key Skills, Attributes, and Areas of Expertise

- **Leadership and Vision-** The child welfare director will have experience in training and technical assistance, with attention to cultural responsiveness and supporting leadership growth
- **Knowledge-** The child welfare director will respond to requests for information with compassionate social work support, information, and service referrals to family members, relatives, service providers, and court personnel navigating the child welfare system and appropriate services for Native families and children
- **Relationships-** The child welfare director will build, maintain, and leverage strong and sustainable relationships with professional colleagues and community members

Qualifications

- Master's degree in social work, social services, public administration, or a closely related human services field and experience in child welfare services, Tribal child welfare, or social work or equivalent specialized experience
- Strong knowledge of Native culture and social service systems with demonstrated experience working with Tribal organizations, Tribal service systems, Tribal government structures, and urban Indian organizations
- In-depth knowledge of the Indian Child Welfare Act and its implications for policy and practice and knowledge of how to direct, coordinate, and implement an effective and culturally competent comprehensive social services program
- Skilled in working in interagency and intergovernmental relationships, showing the ability to act as an effective liaison between staff, upper management, and other departments
- Ability to meet with, solicit the cooperation of, and deal effectively with tribal councils, boards, individuals, and public and government agencies
- Skilled in delivering effective oral presentations to diverse audiences with high-level facilitation skills to guide discussions, resolve conflicts, and achieve consensus in diverse settings
- Skilled 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. If you are interested in the position, but do not meet all qualifications, please feel free to apply, and identify the support you would need in your cover letter.

To learn more about this position, organizational culture, and benefits of working for NICWA, please join our webinar entitled “Job Opportunities at NICWA” on Wednesday, July 23, 2025, at 9:00 a.m. PT. Please register here:

https://us02web.zoom.us/webinar/register/WN_sJGI-u5ORtqQvxtLLUXi4w

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 Operations Coordinator Andrea Zaragoza at andrea@nicwa.org by August 11, 2025.