JOB POSTING: Social Worker, Phoenix

Title: Social Worker, Phoenix
Supervised by: Managing Social Worker
Status: Full-Time, Exempt
Updated: August 2022

The Young Center for Immigrant Children’s Rights invites applications for the position of Social Worker to be based in Phoenix, Arizona. The Social Worker will supervise volunteers appointed as independent Child Advocate for unaccompanied and separated immigrant children and will also serve as direct Child Advocate for particularly complex cases. In addition, the Social Worker will provide internal case consultation and case support on matters involving child welfare, child development, and trauma for colleagues in the Phoenix office.

About the Young Center:
The Young Center is dedicated to promoting the best interests—safety and well-being—of unaccompanied and separated immigrant children in the United States. The immediate focus of the Young Center’s work is to serve as Child Advocate (guardian ad litem for children in immigration proceedings) for unaccompanied and separated children pursuant to the Trafficking Victims Protection Reauthorization Act and the 2013 Violence Against Women Act. Our role is to identify and advocate for the best interests of children in federal custody, applying federal and state law and long-recognized principles of the best interests of the child. The Young Center also advocates with legislators, federal agencies and other stakeholders to promote consideration of best interests of the child in all decisions concerning immigrant children and to create a dedicated juvenile immigrant justice system that treats children as children. Young Center has programs in Houston, San Antonio, Harlingen, Chicago, New York, Washington DC, Phoenix, and Los Angeles.

DUTIES AND RESPONSIBILITIES. The Social Worker’s primary responsibilities will be:
• Supervise volunteers appointed as Child Advocate for unaccompanied and separated children in federal custody in Phoenix, Arizona.
• Serve as Child Advocate for particularly complex cases
• Visit children as needed, speak with parents, family members and stakeholders, draft case summaries
• Collaborate with attorneys on legal analyses and legal advocacy to identify and advocate for the best interests of unaccompanied and separated children
• Provide internal case consultations and case support on matters involving child welfare, child development and trauma for the Young Center’s Phoenix, Arizona office
• Assist in recruiting and trainings for prospective volunteer Child Advocates in Phoenix, Arizona
• Assist with monthly reporting, attend stakeholder meetings, participate in working groups, and take on other program responsibilities as needed
• Guide the local office in implementing self-care strategies
• Other duties as assigned

MINIMUM REQUIREMENTS
• Masters of Social Work
• Generally, has prior experience working with children and/or youth, trauma survivors, or
migrant/refugees/unaccompanied children to demonstrate an understanding of the population we serve. This may be first-hand experience or demonstrated interest in the field (coursework, internships, volunteer opportunities, etc.)

- Effective communication skills, including ability to liaise with various stakeholders, colleagues, and volunteers
- Excellent case management skills
- High-level organizational skills
- Ability to work independently, take initiative, and proactively address case needs
- Demonstrated ability to work effectively and creatively as part of an interdisciplinary team
- Ability to work in a flexible, evolving environment, adapt to situations, and manage change effectively
- Commitment to comprehensive culture of feedback, including seeking and providing positive and constructive feedback to supervisors
- Commitment to ongoing learning, both as an individual and as part of an organization, to value, promote, and engage in diversity, equity, inclusion, and anti-racism
- Commitment to intercultural responsiveness, sensitivity and awareness, and cross-cultural communication skills and responsive practices
- Strong writing skills
- Aptitude and thoughtfulness in working with children and promoting child-centered advocacy
- Proficiency with Microsoft Office, Zoom, and Adobe
- Spanish/English bilingual (oral and written)
- Valid driver’s license and access to a car

PREFERRED QUALIFICATIONS:
- Phoenix, Arizona licensure or the ability to become licensed strongly encouraged
- Ability to take initiative and work independently
- Enthusiasm for working with volunteers and children
- Passion, tenacity and optimism for the issues affecting immigrant children and their families
- Experience in self-care strategies

PHYSICAL DEMANDS: Physical demands include regular attendance; keyboarding; sitting for long periods (at least 5 hours a day); driving. Ability to use computer, telephone, and copy machine. Ability to travel by plane, car and other conveyances within U.S.

COVID-19 CONSIDERATIONS: All employees must be fully vaccinated prior to first day of employment.

APPLICATION DETAILS:
The Young Center is an "at-will" and equal opportunity employer that does not discriminate in and affirmatively factors diversity into its hiring practices. Young Center encourages applications from all qualified individuals without regard to race, color, creed, religion, gender, sexual orientation, gender identity or expression, age, national origin, ancestry, marital or parental status, pregnancy, citizenship, non-disqualifying physical or mental disability, genetic information, or veterans’ status. Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process; no applicant will be penalized for requesting an accommodation. Please advise in writing of special needs at the time of application.

Job offer is conditioned on clearance of fingerprint criminal background check, child abuse and neglect check (CANS) and tuberculosis test.
Salary is commensurate with experience. For this role, salaries will range from the mid 60’s to low 70’s based on geographic location. The position includes excellent health insurance coverage for employee and dependents at no cost to the employee, a 401k plan with employer match, and paid vacation and sick time, among other benefits.

Review of candidates will begin immediately and continue until the position is filled. Please apply on the Young Center website with a cover letter, resume and three references and writing sample. Only complete applications will be considered. To learn more about the Young Center’s work, please visit www.TheYoungCenter.org.