A Foster America fellowship in partnership with:
Colorado Human Services Directors Association

Foster America fellows leverage their diverse professional backgrounds as they assume leadership roles at child welfare agencies, improving outcomes for our nation’s most vulnerable children and families. In partnership with the Colorado Human Services Directors Association (CHSDA), we seek an exceptional relationship manager and systems thinker to lead statewide implementation of the Family First Prevention Services Act. Colorado sees this new federal law not just as a mandate, but also as a moment to catalyze innovative and family-centric human services system redesign. As an experienced change leader, this fellow will influence a broad array of stakeholders to work in effective collaboration to achieve transformative results. This is an opportunity for the right candidate to be on the leading edge of child welfare reform and set a standard for other states and counties nationwide to follow.

About this Role:
The fellow will be a skilled project manager and strong communicator, comfortable navigating complex political environments and using relational skills to drive consensus and efficiently coordinate project rollout. S/he will be skilled in stakeholder engagement, with a demonstrated ability to quickly build trusted relationships, synthesize ideas into plans for action, and hold others accountable for their commitments. Over the course of 18 months, the fellow will:

- Engage the Colorado Department of Human Services and county-led Child Welfare and Human Services agencies in the final stages of Family First implementation planning
- Steward the transition to implementation of Family First legislation for the counties, building a comprehensive roadmap for statewide launch
- Manage the law’s implementation process, including adoption of new tools, systems, and processes across Colorado’s 64 counties
- Engage key stakeholders and end users to map the complex statewide landscape of supportive services for vulnerable kids and families; identify pain points at the intersection of child welfare and other service systems; and develop a plan for improvement, with a particular focus on behavioral health services

About the Fellowship:
The Foster America Fellowship is an opportunity to radically improve the lives of our nation’s most vulnerable children by designing and implementing innovative solutions to some of the foster care system’s most complex problems. Fellows apply the skills they have cultivated in other sectors as they transition to full-time, 18-month positions at child welfare and human service agencies. In their roles, fellows focus on high-impact reform projects to create better and more equitable outcomes for children, families, and communities affected by child abuse, neglect, trauma, and poverty. Each role is designed to have an immediate and lasting local impact while
also informing solutions that can be scaled nationally. Foster America fellows receive extensive training and professional development with a cohort of peers, positioning them to thrive and grow as social change leaders during the fellowship and beyond. This support includes:

- Cutting-edge training focusing on results-driven leadership, human-centered design, child welfare context, racial equity, innovation, and more.
- An influential network of purpose-driven, like-minded professionals including fellows, Foster America staff, and the child welfare field’s most innovative leaders.
- Individualized coaching, mentoring, and support.
- Career development for alumni who pursue leadership positions in child welfare and related sectors.

About the Colorado Human Services Directors Association:
The Colorado Human Services Directors Association (CHSDA) is a nonprofit membership association of human services directors from Colorado’s 64 counties. The small organizational staff works closely with the Association’s Executive Committee and agency administrators across the state to advocate for a human services system that supports the strength, well-being, and self-sufficiency of individuals, families, and communities. CHSDA works under the authority and direction of member human services directors, county commissioners, mayors and council members, and Colorado Counties, Inc. (CCI). They are committed to strong and productive collaboration with the state administration and legislature, communities, and federal and local partners. To promote their mission, the Association works closely with government officials to advocate, educate around, and facilitate change.

Position Highlights:
- Fellow will play a leading role on the interpretation and initial implementation of the most important federal child welfare policy change in a generation, as Colorado aspires to set a national standard for Family First adoption.
- This is an opportunity to envision and build a new model for child welfare service delivery from the ground up, in cooperation with urban, suburban, and rural county leaders.
- Fellow will report to and work in close partnership with CHSDA’s Policy Director, Lexie Kuznick.
- Flexible work location in Fort Collins or Denver, Colorado.
- Fellow will be employed by Foster America, with a salary range of $80,000 to $90,000 and full benefits.

Eligibility Requirements:
- Fellows must have U.S. work authorization.
- Fellows must be able to work full-time for at least 18 months starting in January 2019.
- Fellows must work on-site at their host agency.
- Fellows must travel quarterly to attend training sessions that last from three to five days and occasionally include weekend flights.
Fellows must pass all host agency and employer requirements, which may include criminal background checks, drug screening, and civil service examinations.

Compelling Candidates Are:
- Committed to our mission of improving the lives of our nation’s most vulnerable children, families, and communities
- Experienced professionals, with at least seven years of progressive leadership roles and an advanced degree (preferred)
- Results-oriented, with a successful track record of leading change
- Able to engage stakeholders from diverse backgrounds and build effective coalitions
- Creative in developing unique solutions to complex problems
- Flexible, adaptable, proactive, and persistent
- Exceptional writers and verbal communicators
- Strong project managers
- Curious and eager learners
- Humble and self-reflective leaders

How to Apply:
- Applications are accepted online via www.foster-america.org/apply. Applications for the Foster America fellowship will be accepted on a rolling basis. We are in the final stages of our recruiting season; if you remain interested for January 2019, we encourage you to complete our simple initial application process today. We also continue to seek talent for fellowship opportunities in later 2019.

- Information about our application process, selection timeline, and other open fellowship opportunities is available on our website at https://www.foster-america.org/application-process/.

- To learn more about the fellowship, join a webinar! You will learn more about Foster America, hear from a current fellow about their experience, and be able to ask questions. To see the schedule of webinars, see www.foster-america.org/webinars.

- Please direct any additional questions by email to recruit@foster-america.org.