**Advanced Data Analytics to Shape Financial Decisions and Enhance Support to Children and Families**

*A Foster America fellowship in partnership with:*

**Douglas County, Colorado Department of Human Services**

**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 Douglas County Department of Human Services, we seek a data scientist with financial acumen to develop the child welfare agency’s internal capacity for quantitative analysis. The fellow will assess and consolidate the sources of information available across government and provider data systems, conduct meaningful analysis to inform strategic decision-making, and establish lasting practices around the use of data. With a focus on children’s well-being, the fellow will discover and share key insights to enhance the agency’s prevention efforts, inform effective use of resources, and keep children safe from abuse and neglect.

**About this Role:**
The fellow will be a skilled analyst with advanced statistical capabilities. S/he will have demonstrated success at gathering, matching, and cleaning data from multiple large databases, including legacy data systems and financial management systems. Upon discovering insights, s/he will be a strong communicator with the ability to guide stakeholders in translating data into action. Over the course of 18 months, the fellow will:

- Set the vision, lead ground-level development, and establish the processes and culture of data production and use in county child welfare decision-making
- Clean and consolidate data from legacy systems including case records, financial records, and client outcome measures
- Analyze data to draw meaningful insights around the county’s investment in family support services
- Inform the agency's data-driven decision-making practices by presenting clear and meaningful information to facilitate strategic discussion

**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:
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- 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 Douglas County Department of Human Services:
The fellow will be placed at the Douglas County Department of Human Services in Castle Rock, Colorado, located 30 minutes outside of Denver. Douglas County is a mid-size, largely suburban jurisdiction with a promising success rate of keeping families and children together. The agency often works in close collaboration with neighboring counties including Arapahoe and Jefferson, and it leaders have a demonstrated track record of investing in opportunities to meet the needs of local kids and families. However, without an in-house data team, the county child welfare agency has lacked the ability to rigorously analyze the service delivery by external providers. Douglas County has also recently invested in the initial development of predictive risk modeling capability in partnership with leading international researchers in the field.

Position Highlights:
- With multiple Foster America fellows placed in the greater Denver metro area, the fellow will have ample opportunity for collaboration and relationship building with colleagues at nearby agencies.
- Douglas County’s Director of Human Services is an active champion for this project, and the fellow will report directly to Ruby Richards, county Child Welfare Administrator.
- The fellow will be able to see the project from vision through implementation as well as observe the impact of data-driven decisions on the services that vulnerable kids and families receive.
- 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](http://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/](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](http://www.foster-america.org/webinars).

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