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 Olmsted County Health, Housing & Human Services, we seek a skilled strategist to help the county understand and scale innovations that reduce child maltreatment and help families thrive. Working in Rochester, Minnesota—a community known for its interdisciplinary approach to prevention—the fellow will analyze the landscape of services, partnerships, and processes that strengthen families in order to measure and communicate what is working for kids. Collaborating with the county’s research, communications, and finance staff, the fellow will build a clear, compelling narrative of success—determining the impact of innovative services and their return on investment in order to grow effective programs. This is an opportunity to apply skills in research, financial analysis, performance management, and public policy to establish a data-driven approach and reach more children and families with the most impactful interventions Olmsted County has created.

About this Role: The fellow will be an experienced analyst and performance manager with excellent storytelling and engagement skills. They will be skilled in weaving data, community engagement strategies, and public policy together to construct a compelling case for how to engage families in ways that are cost-effective, trauma-informed, and multi-generational. They will be comfortable navigating complex political environments and using relational skills to drive consensus. The fellow will be able to coordinate existing teams and workstreams in pursuit of shared goals. The fellow will have a demonstrated ability to quickly build trusted relationships, synthesize ideas into plans for action, and manage for impact.

Over the course of 18 months, the fellow will:

- Lead a process to identify which existing programs and services are highly effective across a series of indicators.
- Work across teams to conduct both cost-benefit analysis and impact analysis on selected programs, developing a playbook of services that are effective and are aligned with state and federal requirements for reimbursement.
- Through data analysis, relationship building with staff and community members, and
continuous improvement strategies, equip county leaders to know, share, and secure resources to scale the programs that most effectively engage families in primary prevention of child abuse and neglect and reduce disparities in outcomes for children and families of color.

- Effectively communicate the costs and benefits of existing and proposed solutions to a broad set of audiences, including staff, community members, and policymakers.

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 Olmsted County Health, Housing & Human Services: The mission of Olmsted County Health, Housing & Human Services is to ensure the safety, well-being, and stability of children, families, and adults in Olmsted County. With values such as accountability, innovation, person-centered design, professionalism, and responsiveness, Olmsted County listens to their constituents so that they can serve most effectively. Led by Director Paul Fleissner, the Department believes in innovation and early intervention through evidence-based practices that generate consumer results. Olmsted County supports and involves consumers and their families in order to make informed choices.

Position Highlights:

- Fellow will join an innovative leadership team and agency, committed to using an
integrated service model to reduce disparities and improve outcomes for children and families using preventive, two-generation strategies to strengthen families and communities.

● Fellow will work in a uniquely integrated environment that includes social services, public assistance, corrections, veteran services, public health, and the housing authority, working across systems to improve the health and safety of the community and the people we serve.
● Fellow will have the opportunity to document the measurable improvement of outcomes for children by using impact analysis and to use evidence to guide policy decisions.
● Fellow will learn from state and national leaders in child welfare on systems change.
● Fellow will be an employee of 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 October 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 and reviewed on a rolling basis through August 30, 2019. Early application is advantageous to candidates and strongly encouraged.
- 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, click here.
- Please direct any additional questions by email to recruit@foster-america.org.