



ICWA KINSHIP WORKER

The Minnesota Indian Women's Resource Center (MIWRC) is a non-profit social and mental health services organization committed to traditional ways of being and support of American Indian women and their families.

Founded in 1984, MIWRC provides a broad range of programs designed to educate and empower Native women and their families, and to inform and assist those who work providing services to the community.

MIWRC is located in the Phillips neighborhood of Minneapolis, which has the third largest urban American Indian population in the United States.

Programs are developed to reflect the needs of our families, and are tailored to address issues that significantly affect their well-being, such as family services, affordable housing, chemical dependency, mental health care, cultural resilience and healing, and other family and community issues.

SALARY: \$55,000/annually, plus benefits

EQUITY STATEMENT: If you meet some, but not all of the criteria/requirements for this position, or are unsure, but you are interested in the position, please apply. We value and recognize experience that has been unpaid, from the grassroots, or is lived experience.

JOB SUMMARY: The Minnesota Indian Women's Resource Center (MIWRC) is seeking a compassionate, approachable, and connected individual to work as our ICWA Kinship Worker in identifying and assisting extended family and community members wishing to serve as foster families for Native American children in need of out-of-home placement in meeting the requirements for licensure, and providing ongoing support for foster families and children during placement.

- **NOTE:** In this position, you will be confronted with crisis situations affecting the Native American community. These may be people that are unhoused or live in extreme poverty, are dealing with sexual violence and/or domestic violence, may be sex trafficked, current sex workers, or in active addiction or receiving treatment. This may also include the staff you work with. MIWRC encourages anyone applying for this position to have a healthy self-care plan and a support system.

REQUIRED QUALIFICATIONS:

- Experience working with families involved in Child Protection (foster care experience highly beneficial)
- Experience working with Native American women and families.
- Working knowledge of Indian Child Welfare Act (ICWA) policy highly desirable.

- Knowledge and understanding of systems of violence and trauma, including inter-generational effects of historical trauma.
- Valid driver's license
- Must be willing to submit and pass DHS Criminal Background Study.

"Nice to Have" Qualifications:

- BSW or similar degree desired, but not required.

Demonstrated ability to:

- Maintain highly confidential and sensitive information.
- Ability to exemplify professional conduct and ethical standards.
- Provide effective communication: interpersonal and listening skills with clients and staff.
- Work in a cooperative team relationship with MIWRC agency staff, and other agencies to coordinate client services and programming.
- Perform at a highly multi-tasking position and maintain professionalism under stressful situations.

DUTIES AND RESPONSIBILITIES:

- Work with ICWA Law Center staff and other child protection colleagues to identify extended family and community members who are possible candidates for foster placements.
- Conduct eligibility assessments with potential foster families/placements to identify and resolve possible barriers to placement, including referral to in-house service at MIWRC and referrals to other community resources as needed.
- Host twice-monthly Native Parenting Group for foster parents and grandparents/extended family members, using MIWRC's revised Gifts from the Sacred Circle parenting curriculum and other culturally grounded resources.
- Record and keep accurate and up-to-date client files in both paper and electronic formats.
- Assist in outreach efforts to the Twin Cities urban Native American population via tabling, community festivals, resources fairs, etc.
- Assist in recruitment and training of volunteers and interns as appropriate.
- Prepare monthly reports for supervisor and maintain statistical data.
- Attend training and meetings as required by the position.
- Other duties as assigned

REPORTING AND SUPERVISORY RESPONSIBILITIES: The ICWA Kinship Worker reports directly to the Director of Family Services and has no supervisory responsibilities.

JOB CLASSIFICATION: Regular; Full-Time; Salary; Exempt

MIWRC is an Equal Opportunity Employer.

Job Description Updated: 11/7/2022