



FAMILY ENGAGEMENT SPECIALIST

National Aftercare Development

Based in Manila reporting to the Director, Aftercare Development

Fixed term contract from April 2024 to March 2027

The Need

For 25 years, IJM has pioneered the work to protect vulnerable people from violence. As we grow to expand our impact to protect 500 million people from violence by 2030, we are seeking a Family Engagement Specialist. The Family Engagement Specialist (FES) will implement the six stages of Family Finding: Discovery, Engagement, Planning, Decision-Making, Evaluation, and Follow-up Support of survivors of online sexual exploitation of children in collaboration with critical parties.

The FES will work closely with partners that provide immediate services to newly rescued victims of OSEC to ensure timely, comprehensive individual and family assessment to identify favorable family connections. The FES will be capacitated in the family engagement role and will educate IJM's partners on the value and importance of family engagement. The FES will also assist IJM with expanding family engagement services for aftercare partners.

Responsibilities

Strategy & Knowledge Development & Implementation

- Collaborates with all parties to implement six stages of Family Finding: Discovery, Engagement, Planning, Decision-Making, Evaluation, and Follow-up Supports including but not limited to:
 - a. Managing / maintaining comprehensive lists of family members identified during the investigation process or at anytime during the child's case.
 - b. Interviewing non-complicit family members to discover, create and record family genogram for each child-client's family with a minimum of 20 family members identified.
 - c. Conducting local internet and database searches to fill in any relative gaps in family genograms.
 - d. Conducting full assessments of non-complicit family members to identify healthy connections for child, documenting all red-flag behaviors identified.
 - e. Conducting home visits and background checks of potential placements identified.

- f. Coordinating case conferences with multidisciplinary team assigned to child-client including investigators, care givers, and IJM case manager to update all parties and gather additional input and insight.
- g. Utilizing age-appropriate tools and approach to conduct assessments of child-clients to identify favorable family connections and to better understand felt safety and connectedness within family dynamics.
- h. Coordinating case conferences with aftercare partner and case managers to discuss potential placement options and to define and implement child's permanency plan.
- i. Facilitating healthy connections between identified family placement and monitoring regular bonding-sessions at IJM facility.
- j. Supporting placement of child with safe family member and providing follow-up supports.
- Establishes frequent case conferences to discuss all cases which lack sustainable permanency options to pursue all potential healthy connections, in collaboration with aftercare partners.

Networking and Partnerships

- Collaborates with IJM's aftercare partners to identify and assess children eligible for family engagement services, ideally during the child's assessment phase after investigation is complete.
- Collaborates with IJM's/partner's investigators to identify and document all complicit family members to be ruled out for child-client placement.
- Builds and maintains effective relationships with aftercare partners, child welfare, and all relevant stakeholders to ensure the highest quality of family engagement services.

Training and Development

- Models a commitment to child safety and child participation throughout the life of the case.
- Models a commitment to socioeconomic and race equity in child placement decisions.
- Educates IJM's aftercare partners on the value and importance of Family Engagement.
- Assists IJM with the expansion of Family Engagement Services for all aftercare partners.
- Participates in regular supervision calls with GCA's Family Engagement Advisor during the first year of project implementation for support, trouble-shooting, and additional training.
- Collaborates with the NAD Training Team in training-related aspects of family engagement.

Communication

- Actively coordinate with the aftercare team members and national and field office teams for information or data needed in accomplishing the tasks and reports.

- Consistently communicate with relevant teams and significant partners about family engagement-related activities and concerns, when appropriate.
- Track and communicate project risks and opportunities.

Documentation, Reporting and Data Management

- Maintains accurate and complete case records with all information pertinent to child-client.
- Ensures documentation of all family engagement activities in case management database.
- Collects and documents all information related to case conferences and permanency decisions.
- Prepares and submits required monthly and quarterly reports.

Miscellaneous

- Participates in IJM's spiritual formation and professional development programs such as stillness/quiet time, community prayer time, team meetings, trainings, and other team member development and team building activities.
- Actively participates in all other office activities.
- Performs other related duties and tasks as assigned by the National Aftercare Development Director.

Requirements:

- Bachelor's degree in social work or related courses
- Demonstrated integrity, honesty, ethical conduct, resilience, flexibility, and self-awareness
- Detail-oriented in documentation to ensure the safety of children in placements
- Demonstrated passion for mission of IJM and the value of family engagement for children
- Understanding of child and family issues as they relate to OSEC and the child welfare system
- Understanding of permanency planning for children and to provide effective advocacy to move cases toward permanency in safe families
- Demonstrated ability to communicate clearly and concisely, both orally and in writing.
- Demonstrated capacity and eagerness to perform efficiently considering the urgency of family connectedness and harms of children unnecessarily lingering in residential care
- Excellent English and Filipino/Tagalog language skills

Critical Qualities:

- Problem solving
- Time management
- Scheduling

- Budget and activity planning and monitoring
- Preparing and consolidating reports
- Verbal and written communication skills
- People skills
- Data analysis

Application Process:

Please send your updated resume and cover letter in one PDF document to phpeoplesupport@ijm.org on or before 6 April 2024.

IJM holds strict safeguarding principles and a zero tolerance to violations of the Safeguarding Policy, Protection against Sexual Exploitation, Abuse and Harassment Policy and Code of Conduct. Parallel to technical competence, recruitment, selection and hiring decisions will give due emphasis to assessing the candidates value congruence and thorough background, police clearance and reference check processes.