



Position Title: Clinical Family Advocate
Exempt/Non-Exempt: FT Exempt
Title this Position Reports to: Associate Director, Client and Forensic Services

The Dee Norton Child Advocacy Center (“Dee Norton”) is excited to announce its search for a Clinical Family Advocate. Dee Norton is one of the country’s leading non-profit child advocacy centers. We are committed to preventing child abuse and helping abuse survivors heal and thrive. We coordinate with community partners (e.g., child welfare and law enforcement), provide clinical services, and educate our community to identify and prevent abuse. Our mission statement is our commitment: To lead and coordinate a child-focused, community-wide response to prevent abuse, protect children, and heal families.

As a member of the clinical and forensic team, the Clinical Family Advocate must have the ability to develop the case conceptualization and facilitate effective case coordination and treatment planning necessary to help clients achieve change within a multidisciplinary setting. The position entails three equally important competencies, discussed in detail below: (1) Client Engagement and Assessment; (2) Provision of Direct Advocacy and Mental Health Services; (3) Multidisciplinary Case Coordination and Case Management.

Strong candidates will have a minimum of 2 years’ experience in the field of child maltreatment and concrete understanding of child abuse dynamics and current trends in the field of prevention and community education. That experience will ideally include working knowledge and prior experience of community resources in the Lowcountry area. The Clinical Family Advocate must have achieved a Master’s Degree in social work, clinical counseling, or other related field and be independently licensed or license eligible.

JOB DETAILS:

Client Engagement and Assessment:

The Clinical Family Advocate will engage with, and orient, clients to Dee Norton services, coordinate service delivery, and ensure that proper support and assistance is provided across a continuum of services provided by Dee Norton (intake, forensic services, clinical services, multidisciplinary case coordination, medical services, follow-up, and referral services.) The Clinical Family Advocate will enhance the client’s experience internally through client engagement and assessment of child and family needs, and externally through case coordination of Dee Norton services with our community partners. The Clinical Family Advocate must have proficiency in the clinical skills necessary for conducting comprehensive psychosocial assessments to evaluate individual needs, identifying risk and protective factors, and help facilitating safety planning and support for children and family members at all stages of involvement at Dee Norton.

Provision of Clinical and Advocacy Services

The Clinical Family Advocate will apply clinical knowledge and skills to evaluate the caregiver’s ability to be a protective resource for their child and to develop recommendations to address the caregiver’s needs related to parenting, mental health, and family safety. The Clinical Family Advocate will utilize a trauma-informed approach to conduct child mental health assessments to evaluate mental health needs and make evidence-based treatment recommendations as appropriate. In addition, the Clinical Family Advocate will support Dee Norton’s clinical capacity by conducting safety-risk assessments and carrying a small treatment caseload, as needed.

Multidisciplinary Case Coordination and Case Management

The Clinical Family Advocate ensures that children and families receive case management coordination and family-focused, community support. The Clinical Family Advocate will promote positive professional

relationships and have the ability to work as a member of a diverse multidisciplinary team with a strong commitment to collaborative work with both internal and external partners.

Other Responsibilities

- Volunteer at a minimum of two community or organizational events each year.
- Meet other needs as identified by the Executive Director and/or Leadership Team.
- Abide by federal and state confidentiality and privacy requirements as well as all Dee Norton Policies and Procedures.
- Abide by and meet all grant requirements and objectives.

Core Competencies:

It is the responsibility of every employee at Dee Norton to contribute to a positive work environment through teamwork, positive, honest, and effective communication, and professional interactions with co-workers, volunteers, clients, and community partners.

Candidates should be able to demonstrate:

- **Interpersonal Skills:** Approaches others in a tactful manner; ability to work well under pressure and respond quickly to challenges; maintains confidentiality; keeps emotions under control; and remains open to others' ideas.
- **Cultural Competency and Humility:** Demonstrates a commitment to furthering diversity, equity, and inclusion (DEI) and has a proven track record of working well with diverse clients and stakeholders.
- **Teamwork:** Enjoys working as part of a team with individuals from a variety of disciplines; balances team and individual responsibilities; gives and welcomes feedback; contributes to building a positive team spirit; and supports everyone's efforts to succeed.
- **Ethics/Professionalism:** Treats others with respect and consideration regardless of their status or position; keeps commitments; inspires the trust of others; works ethically and with integrity; accepts responsibility for own actions; follows through on commitments; and upholds organizational values.
- **Quality:** Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality; applies feedback to improve performance; and monitors own work to ensure quality.
- **Initiative:** Volunteers readily; undertakes professional development activities; and asks for and offers help when needed.
- **Planning/Organizing:** Ability to work independently; prioritizes and plans work activities; uses time efficiently; sets goals and objectives; and develops realistic action plans.
- **Adaptability:** Adapts to changes in the work environment; manages competing demands; changes approach or method to best fit the situation; and able to deal with frequent change, delays, or unexpected events.
- **Dependability:** Is consistently at work and on time; ensures work responsibilities are covered when absent; and arrives at meetings and appointments on time; completes tasks on time or notifies appropriate person with an alternate plan.

Physical Requirements:

In this position an employee is frequently required to stand, walk, sit, and reach with hands and arms. The employee must occasionally lift and/or move up to 15 lbs. Must be able to work on a computer and/or telephone for extended periods of time.

The Dee Norton Child Advocacy Center promotes a culturally diverse and culturally competent community response network. The Center strives for diversity regarding gender, age, ethnicity, race, faith and experience among its Board Members, staff and volunteers. Dee Norton abides by all Federal Equal Opportunity guidelines.