
Job Title	Practice Instructor
PVN ID	HC-2109-004241
Category	Instruction and Social Service
Location	HUNTER COLLEGE
Department	Silberman School of Social Work
Status	Full Time
Annual Salary	\$75,000.00 - \$75,000.00
Hour(s) a Week	35
Closing Date	Feb 24, 2022 (Or Until Filled)

General Description

The National Center for Child Welfare Excellence, Silberman School of Social Work at Hunter College through a partnership with the New York City Administration for Children Services (ACS) supports continuous quality improvements efforts and implements, evaluates, and continuously improves transfer of learning strategies for the Office of Training and Workforce Development. The Office of Training and Workforce Development provides foundational and continuous learning for child welfare and juvenile justice direct service staff and supervisors through the ACS James Satterwhite Academy and Workforce Institute. Through the use of simulation, coaching and other best practices in adult learning, staff develop strengths-based skills to protect and support the children, youth and families of New York City. The ACS James Satterwhite Academy (JSA) focuses on establishing the foundations of fundamental practice for newly hired staff and supervisors. The ACS Workforce Institute (WI) provides ongoing professional skills development for staff and supervisors at ACS and its many partner agencies across the child welfare and juvenile justice sectors.

<https://www.nycacstraining.org>

Through the Silberman School of Social Work and ACS JSA partnership, the Practice Instructor will join a dynamic team responsible for supporting the transfer of learning for new CPS as they participate in an intensive classroom and on the job learning experience during their first 41 days on the job. Practice Instructors develop and facilitate practice opportunities for onboarding CPS to demonstrate skills learned both in the classroom and through observation during their on-the-job learning (OJL) period. This includes skill and knowledge assessments of learners throughout the onboarding training experience.

Reporting to the Practice Instructor Supervisor, the Practice Instructor will work closely with ACS staff, CUNY partners and consultants to implement and coordinate all activities of the Practice Instructor function, including support of new Child Protective Specialists as they navigate the practice core training and on-the-job learning experience. The position will work with a team of training supervisors at the James Satterwhite Academy (JSA), and also work closely with the Staff Development Coordinators within the Division of Child Protection to assure the classroom learning experience is reinforced by the on-the-job experience.

This position will play a key role in the coordination of the on-boarding experience, including classroom time and on-the-job learning. The position will be responsible to assure that all trainees are appropriately prepared to take on the challenging work of becoming a Child Protective Specialist. This position will serve as a key liaison within the Supporting Knowledge into Practice team to integrate all of the aspects of the on-boarding process.

Other Duties

Responsibilities of this position include:

- Supporting the transfer of knowledge of trainees through the on-boarding process, including participating in practice core trainings.
- Designing and implementing activities that support the transfer of learning of knowledge and skills learned in the classroom and integrate the on-the-job learning experiences.
- Facilitating Skills Practice Assessment days to support the application of newly learned skills, assess competence, and provide strengths-based feedback.
- Assessing trainees during their on-the-job experiences to determine strengths and areas of need, and to provide developmental feedback.
- Working closely with Staff Development Coordinators and Training Unit staff in the Division of Child Protection to support trainees in the boroughs to reinforce classroom learning through on-the-job experiences.
- Providing trainees with technical and adaptive support at the end of each module to assure they are able to meet the appropriate competency level.
- Participating in SKIP team meetings.
- Working collaboratively with the SKIP Borough Based Coach who provides support to Training Unit supervisor in order to support the new trainee.
- Participating in special assignments as needed.

Qualifications

Qualifications:

- Master's Degree in Social services, preferred degree in social work
- Preference for candidates who have experience using coaching and skills such as motivational interviewing and assessment of risk and safety

Preference to applicants with prior knowledge/ experience in child welfare

- Sensitivity and experience working with diverse cultural and linguistic populations
- A minimum of 2 years of public and/or private agency experience working within a child welfare or

juvenile justice system

- A minimum of 2 years of supervisory experience in a social service setting

- Ability to travel between program locations to support program staff as needed.
- Proficiency in Microsoft Word

Preferred Skills:

The preferred candidate should possess knowledge of child welfare and an ability to work on multiple projects effectively and efficiently, ability to positively engage with partners in various levels of hierarchy; strong communication skills; ability to work as part of a team, as well as independently to achieve necessary results; capability to prioritize tasks and manage multiple projects at one time; excellent oral and written communication skills; strong organizational skills and attention to detail; and commitment to a collegial workplace is required.

Hours: 35 hours/week (daily schedule 9am-5pm, with some occasional evening hours required).

Applicants are asked to submit a cover letter that details how your qualifications match this position description along with a resume, and contact information for three references.

Please submit applications through the Careers at RFCUNY Job Openings website at <https://www.rfcuny.org/careers/>

All staff working on this project in partnership with the ACS WI will be employees of the Research Foundation of the City University of New York. Employment is contingent on satisfactory clearances.

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