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<b>Job Title</b>	Senior Implementation Manager
<b>PVN ID</b>	HC-2310-005887
<b>Category</b>	Managerial and Professional
<b>Location</b>	HUNTER COLLEGE
<b>Department</b>	Silberman School of Social Work
<b>Status</b>	Full Time
<b>Annual Salary</b>	\$95,000.00 - \$105,000.00
<b>Hour(s) a Week</b>	35
<b>Closing Date</b>	Jan 29, 2024 (Or Until Filled)

## General Description

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The Administration for Children's Services' Office of Training and Workforce Development and City University of New York Hunter College Silberman School of Social Work are partnering to launch the Institute for Leadership Development (ILD). The Institute for Leadership Development's mission is to strengthen the leaders working within public and private child welfare and juvenile justice agencies in New York City to promote the establishment of psychologically safe work environments that embrace equity, transparency, and innovation and strengthen the workforce. There are a variety of training programs housed within the Institute of Leadership Development. We are looking for individuals who share our passion for developing leaders working in the public sector to support them in meeting the needs of children, youth, families, and communities.

We are currently seeking a full time Senior Implementation Manager who will be an integral member of the Institute for Leadership Development on the CUNY Hunter College Silberman School of Social Work leadership team. Reporting to the Hunter Project Director, the ILD Senior Implementation Manager will work closely with CUNY and ACS leadership to support the implementation, and supervision of the Leading and Exploring Through Accountability and Development (LEAD program). Working collaboratively with the ACS leadership, the Senior Implementation Manager will supervise a team of LEAD full time coaches and part time facilitators. The LEAD program integrates the National Child Welfare Workforce Institute (NCWWI) evidence-informed leadership training with group coaching and intentional community building sessions to effect system-wide change. LEAD participants will work together on a change initiative project to tackle their toughest challenges around: (1) leadership development, pipeline planning, strategic talent management, and managing a multi-generational workforce; (2) social justice, racial equity, diversity, inclusion, and systemic oppression; and (3) developing strategic partnerships with city agencies, community partners, and advocates to address challenges and concerns that impact the families and communities they serve.

The Senior Implementation Manager will support the supervisory and professional development needs of the facilitators and coaching team, ensuring they are adhering to the fidelity of the program curriculum and are engaged in continuous quality improvement.

## Other Duties

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### **Responsibilities of this position include:**

- Supervising and coaching a team that will support the planning and implementation of LEAD curriculum.
- Partnering with CUNY leadership and the ACS ILD team to promote and establish buy-in for the vision and planning related to building a learning culture.
- Leading efforts to create and sustain organizational culture that supports the integration of leadership competencies and principles in the agencies, programs, and divisions.
- Implement strategies to support staff to practice newly learned skills on the job (transfer of learning strategies).
- Observing and conducting fidelity assessments of leadership programming and post program interventions with staff.
- Providing input into the development of evaluation tools used to measure impact and benefits of the coach approach and transfer of learning strategies.
- Using data as a tool for assessing staff performance and supporting programmatic decision decision making.
- Liaising with internal and external leadership to proactively trouble shoot barriers to implementation.
- Public speaking, as needed, regarding the initiatives described above.
- Attending meetings with CUNY and ACS leadership, as required and necessary to fulfill the functions of this position.
- Other duties as assigned.

## Qualifications

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- Master's Degree in Social Work, Counseling, Psychology, or related field
- Preference for candidates who have expertise in supervisory or management coaching, motivational interviewing, and child maltreatment related risk and safety assessment
- Sensitivity and experience working with diverse cultural and linguistic populations
- Minimum of 3 years of experience directly supervising supervisors
- Minimum of 5 years of public and/or private agency experience working within a child welfare or juvenile justice system
- Ability to travel between program locations to supervise and support coaching staff

### **Preferred Skills:**

The preferred candidate should also possess the following: ability to conceptualize, process, develop and implement projects in a timely manner; strong working knowledge of supervision and coaching on all levels; experience leading or providing integral support to a large scale organizational change program; ability to speak to large groups and experience with facilitation; working knowledge of organizational development and change management theories and strategies; ability to positively engage with partners in various levels of hierarchy; 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.

Applicants are asked to submit a cover letter that details how their qualifications match this position description along with a resume.

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