



CHILD WELFARE DIVISION DIRECTOR

EMPLOYMENT OPPORTUNITY

We are currently recruiting for a Child Welfare Division Director. This is a senior management position responsible for leading a staff over 100 employees across multiple locations. This position will be based in Western North Carolina and will function as the lead administrator of programs within the agency's Child Welfare Services Division (Foster Care & Adoptions throughout the Western part of North Carolina), Residential Foster Care (Winston Salem campus and Crossnore Campus, and Youth In Transition Programs in Winston Salem and Crossnore). The Division Director will set strategic direction in conjunction with the Chief of Programs and the Agency's Strategic Plan. This position will report directly to the Chief Program Officer and will consult with the Executive team to ensure the safety of children in our care, and to promote an integrated approach to programming, training, operations and growth of Division services. Travel to other campus locations will be required.

EDUCATION AND EXPERIENCE REQUIREMENT

- Masters degree in social work or related field required;
- Minimum of 10 years leadership experience in Child Welfare or related field.
- Knowledge NC Foster Care system
- Familiarity with accreditation processes such as COA, CARF, JACHO a plus
- Strong writing and communication skills. Ability to communicate with all levels of staff, chain of command, and community partners. Demonstrated skills in partnership development within and across settings and agency systems.
- Possess a strong customer service orientation, and the ability to interact positively and effectively with staff and across internal and external systems.
- Strong organizational skills and a commitment to excellence
- Strong leadership, supervisory and management skills with an emphasis on shared governance. Demonstrated ability to manage and direct staff, includes hiring, performance management, training and professional development of the staff.
- Demonstrated knowledge of financial management of sustainable business models, profit/loss, budgets, financial metrics/analysis and

billing oversight. Ability to plan and manage finances of large scale projects.

- Be passionate and have concern for children's safety, well-being and permanency as well as other matters relating to child welfare.
- Ability to think conceptually and plan strategically.
- Sense of humor; willingness to make mistakes, creativity and sincere passion for children's needs
- Moral and ethical integrity to represent a Christian organization with over 100 years of history

For more information about this position, please contact:

Laura Laughridge, HR Manager
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OR

Jenny Taylor, Chief People Officer
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About us?

Founded in 1913 by Drs. Eustace and Mary Martin Sloop, **The Crossnore School**, first created as a boarding school for disadvantaged mountain children to live and learn, continues today to serve children in need from North Carolina. Children live, learn, and prosper in a loving home environment.

Similarly, **The Children's Home**, founded in 1909, has served thousands of children throughout its history, first as an orphanage, and today serving children in need in residential group foster care, as well as community-based services.

On January 1, 2017, the two organizations merged into **Crossnore School & Children's Home** for the sole purpose of serving more children in western North Carolina. We offer group residential foster care in homes on both campuses, community-based foster care and adoption services, outpatient therapy services, and educational services. Crossnore School & Children's Home has always been known as a place where lives are transformed and hope is restored. Here, we believe in miracles!

Total Rewards

Competitive compensation and generous benefits including health, dental, vision, life and disability insurance, retirement plan and professional development make a career at Crossnore School & Children's Home an excellent choice for individuals who want to make a positive difference in the lives of our children.

An Equal Opportunity Employer: *Crossnore School & Children's Home is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment which is free of harassment, discrimination, or retaliation because of age (40 and over), race, color, national origin, ancestry, religion, sex, pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed service member status, or any other status protected by federal, state, or local laws. Crossnore is dedicated to the fulfillment of this policy in regards to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.*

CROSSNORE school & children's home

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