

Bridge Parent (House Parent)

Location: Bridge Parent homes for individuals and couples are located throughout **Western North Carolina (Avery County, Hendersonville, Metrolina Region, Smoky Mountain Region, or Winston-Salem).**

Schedule: This is a full time, 24/7, live-in position. Housing is included, and up to 4 days respite per month are provided. **The Bridging Families® and Bridging Futures™ homes are not able to accommodate employees' children.**

Your Impact: Crossnore Communities for Children is looking for individuals to join our Bridging Families® (Avery County, NC; Winston-Salem, NC; Monroe, NC; Murphy, NC; Saluda, NC) and Bridging Futures™ (Avery County, NC; Greensboro, NC) programs.

- Our Bridging Families® program, endorsed by the North Carolina Department of Health and Human Services as the state model for professional foster parenting, allows you to work with sibling groups of children ages 18 and younger while partnering closely with birth parents to support reunification. You are an active member of the reunification team, helping families heal, stabilize, and move safely toward being together again.
- Modeled after Bridging Families®, our Bridging Futures™ program supports youth ages 17–21 who are preparing to age out of foster care. In this role, you provide stable housing, consistent adult support, and hands-on life-skills coaching as young people build independence. Together, we focus on education, employment, financial literacy, healthy relationships, and long-term stability - so youth don't age out alone.

Hiring Range: \$42,000 to \$48,000 annually per person, and Housing provided; **\$3000 SIGN ON BONUS**

Pre-Hire Requirements

- Must successfully complete extensive background checks, interviews, and pre-hire drug screen

Benefits

- Defined Contribution Benefits Plan including options for:
 - Health/Dental/Vision Insurance - \$0 copay for mental health visits with our health insurance
 - Life, Short-Term Disability, and Long-Term Disability plans
 - Critical Illness and Accident coverage options
 - Flexible Spending Plan
- 401k with employer match (up to 6%)
- Paid Parental Leave - Based on Tenure
- Ongoing Training

Job Information

Education/Experience

- High School Diploma/GED required. Bachelor's degree in human services or related field strongly preferred. An equivalent combination of education and experience also acceptable.
- Minimum of two years experience in working with children and families required, preferably in a mental health or child welfare setting.

- Prior residential/house parent experience or previous foster parent experience and knowledge of age appropriate living skills strongly preferred.

Skills/Competencies

- Knowledge of child development and how it is impacted by trauma and/or prior experience working with youth that have experienced trauma, been diagnosed with mental or behavioral health challenges, or other at-risk populations preferred.
- Must be flexible and willing to work with children of all ages, races, nationalities, sexual orientations, gender identities, disabilities, and backgrounds.
- Strong verbal and written communication skills; ability to interface well with others.
- Demonstrated ability to operate well in crisis situations and knowledge of cultural issues that can affect care.
- Demonstrated ability to use sound discretion and independent judgment developing and implementing decisions.
- Must be computer literate in order to complete documentation requirements.
- Ability to work on diverse teams.
- Demonstrated passion for serving children and the child-serving workforce.
- Ability to laugh, be creative and have willingness to make and learn from mistakes.
- Must have reliable vehicle and relevant auto insurance, valid driver's license, plus a clean driving record.

Job Duties and Responsibilities

- **24/7 Support and Supervision:** Provide round-the-clock care, ensuring the physical, emotional, educational, social, spiritual, and cultural needs of up to 6 foster youth are met while maintaining safety and supervision.
- **Multidisciplinary Collaboration:** Work as part of a multidisciplinary team to assess needs, develop service plans, and provide trauma-informed care and interventions, maintaining professional relationships with all stakeholders.
- **Regulatory Compliance and Documentation:** Implement and document compliance with Foster Care licensing regulations and organizational policies, ensuring all required documentation is completed timely and professionally.
- **Educational and Medical Advocacy:** Monitor school attendance, assist with homework, advocate within the school system, administer medications, attend medical appointments, and follow through with medical recommendations.
- **Training and Volunteer Support:** Participate in mandatory and supplemental training, support groups, and meetings; assist and support volunteers in their services.
- **Crisis Management and Therapeutic Environment:** Utilize therapeutic interventions to manage crises, maintain a safe environment, and support the growth and development of residents by providing structure, routine, and appropriate supervision.

Note: This job ad is a summary of the position and its requirements. For a full list of responsibilities and qualifications, please refer to the detailed job description which can be sent to you upon request.

To apply for this position, please visit our Career's Page at [www.https://www.crossnore.org/careers/](https://www.crossnore.org/careers/)