



Multidisciplinary Team Advocate

Status: Full-Time

Reports to: Director, The C.A.R.E. Center

Qualifications: Bachelor's degree in social work, psychology, criminal justice, or related field is required.

Skills/Knowledge Required:

- Minimum 2-5 years of professional experience working with children and families.
- Advanced knowledge in the dynamics of child abuse/neglect and its effects on victims and other family members.
- Comprehensive awareness of the dynamics of domestic violence.
- Experience and ability to work as part of a multidisciplinary team and collaborate with a wide range of professionals including law enforcement, social services, medical and mental health providers.
- Knowledge and understanding of the dynamics of child abuse, family systems, and team facilitation.
- Knowledge of investigative and prosecutorial processes required.
- Advanced interpersonal skills required to communicate and work effectively with others in both a multidisciplinary team environment, hospital staff, and with the representatives of outside agencies who possess a wide variety of professional backgrounds and experiences.
- Ability to work flexible hours to meet client needs.
- Work experience and knowledge of criminal justice and child welfare systems.
- Demonstrates strong critical thinking and problem-solving skills through ability to handle complaints, mediate disputes, resolve grievances and conflicts and negotiate with others.
- Ability to listen to the ideas of others and accept feedback from others to continuously improve.
- Ability to organize and prioritize tasks to maximize results and ensure deadlines are met.
- Ability to communicate effectively both verbally and in writing.

Tasks & Responsibilities:

- Build and foster open and positive relationships with the multidisciplinary team including law enforcement, Child Protective Services and the prosecuting attorneys while promoting best practices for child abuse investigation and treatment in Waukesha County.
- Schedule and coordinate joint forensic interviews of alleged child/adolescent abuse victims with team members and families.
- Promote improved communication, coordination, and accountability across agency lines.
- Organize, coordinate, and conduct monthly multi-disciplinary team case reviews.
- Model facilitation skills for the multidisciplinary team without driving the outcomes and keeping the process focused on solutions.
- Work closely with members of the multidisciplinary team to address issues as they arise and resolve conflict.
- Work closely with the members of the multidisciplinary team to review and update team protocols annually.

- Identify training needs as they relate to identifying, reporting, investigating, prosecuting, and treating child abuse and neglect.
- Actively participates in program Quality Improvement efforts. Provides leadership in addressing program issues and solving problems. Makes suggestions and is a positive force in resolving issues. Gathers and reports data as required.
- Advocates for policies and procedures that are consistent with the best interest of the child using professional standards and agency code of conduct.
- Meet with caregivers as child is being interviewed at The C.A.R.E. Center, providing crisis intervention, emotional support, information regarding the next steps in the legal process, child abuse and system roles and empowering the non-offending parent to provide support to her/his child(ren).
- Assist caregivers with managing their own emotions so the caregiver is better able to provide the necessary support for the child(ren).
- Provide families with written materials regarding team member names and phone numbers, victim's rights information, and crime victim compensation as well as information and resources on the dynamics of child abuse, domestic and sexual violence, and parental discipline techniques as appropriate.
- Provide follow-up services and case management to families.
- Provide information to families regarding the multidisciplinary team response process.
- Ensure culturally competent services are provided to all families we serve without regard to race, ethnicity, religion, socioeconomic status, disability, gender or sexual orientation.
- Provides education to patients and families on the dynamics of child abuse and neglect. Within program guidelines, acts as a resource to patients and families on available community resources.
- Documents professional clinical activities per program standards.
- Provides crisis management services to children and families seen during a child abuse evaluation with appropriate safety planning and system advocacy.
- Maintains positive relationships with referral sources.
- Assists in planning and decision-making appropriate to the child and family with other Center professionals as well as outside agencies. Advocates for sound, safe case planning.

Qualifications

- To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

- Requires a minimum education generally equivalent to a bachelor's degree from a four-year college, and a minimum of 3 years' experience in the child abuse field.

Language Skills

- Ability to read and interpret documents such as safety rules, instructions and procedure manuals. Ability to write routine correspondence. Ability to speak effectively before groups of clients or employees of the organization.

Mathematical Skills

- Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to deal with problems involving a few concrete variables in standardized situations.

Reasoning Ability

- Ability to apply commonsense understanding to carry out detailed but uninvolved written or oral instructions. Ability to deal with problems involving several concrete variables in standardized situations.

Physical Demands

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is regularly required to talk or listen. The employee frequently is required to use hands to finger, handle, or touch objects. The employee is occasionally required to stand; walk; sit; reach above shoulders; climb or balance; and stoop, kneel, or crouch. The employee must occasionally lift and/or move up to 25 pounds when stocking office supplies. Specific vision abilities required by the job include close vision and peripheral vision.

Work Environment

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee
Acknowledgment

Date:

The above statements reflect the general details necessary to describe the principal functions of the occupation described and shall not be construed as a detailed description of all the work requirements that may be inherent in the occupation.