

# California State University, Fresno Foundation

## FIELD BASED TRAINER (Ventura County) – CENTRAL CALIFORNIA TRAINING ACADEMY

### JOB ANNOUNCEMENT #23-501

<b>POSITION SUMMARY:</b>	<p><b>Full-time, benefited position with the Central California Training Academy through the California State University, Fresno Foundation. The time base for this position may vary between 50% (20 hour per week) to 100% time (40 hours per week) depending on county needs.</b> The Academy is a collaborative project involving the California State University, Fresno College of Health and Human Services, the Central California Welfare Directors, and the California Department of Social Services. The Academy provides 12 county welfare departments with a competency-based child welfare-training program that links pre-service education induction for new staff and continuing in-service training. Training is delivered at regional sites throughout Central California under the direction of the Academy Project Director.</p>
<b>ESSENTIAL JOB FUNCTIONS:</b>	<p>Under the direction of the Integration Project Manager and in collaboration with Ventura County Children and Family Services (CFS), the Field Based Trainer will serve as the on-site Field Based Trainer for the County. Duties will include:</p> <ul style="list-style-type: none"> <li>• Coach new and experienced social work staff on their role in the implementation of the Core Practice Model to build and maintain a skilled workforce</li> <li>• As requested, provide ongoing coaching support to new and experienced social work staff in implementing evidenced based practice to achieve agency outcomes as well as federal and state outcomes</li> <li>• Provide transfer of learning and skill activities for new and experienced social work staff</li> <li>• Arrange, schedule, and provide ongoing training and field-based coaching for new and transferred social workers and supervisors in coordination with Staff Development Administrative Specialist and training unit Supervisors</li> <li>• In collaboration with CFS, provide evaluation of the effectiveness of the field-based training-coaching program</li> <li>• Conduct ongoing small group training sessions with social workers and supervisors related to competencies, skills, values and knowledge of child welfare</li> <li>• In collaboration with CFS, assess training curriculum and develop or enhance existing materials</li> <li>• Identify system issues and make recommendations to identified CFS leadership regarding policies and procedures that best support and achieve agency outcomes utilizing an established feedback loop.</li> <li>• Other duties may be assigned</li> </ul>
<b>QUALIFICATIONS &amp; EXPERIENCE:</b>	<p><i>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.</i></p> <p><b>Required:</b></p> <ul style="list-style-type: none"> <li>• Bachelor’s degree in Social Work or closely related Human Services field from an accredited college or university</li> <li>• At least four years of progressively responsible professional experience as a Social Work Supervisor and/or Lead Social Worker in a public Child Welfare Agency or Human Services Agency</li> <li>• Knowledge associated with administration of Title IV-E, Title IV-B and/or Title XX funded children’s services programs and state, county, and community social service programs and their supporting legislation</li> <li>• Ability to establish effective working relationships with the county and community social services agencies</li> </ul>

	<ul style="list-style-type: none"> <li>• Work independently with minimal supervision</li> <li>• Communicate effectively, both written and verbal</li> <li>• Must possess knowledge and skills of coaching, engagement, team building and group dynamics</li> <li>• Must be familiar with competency-based training models, coaching frameworks, transfer of learning theory, adult learning and cultural competencies</li> <li>• Must possess excellent communication skills with the ability to effectively communicate with staff, supervisors and administrators</li> <li>• Competent on the CWS/CMS automated case management system</li> </ul> <p><b>Preferred:</b></p> <ul style="list-style-type: none"> <li>• Master’s degree in Social Work or closely related Human Services field from an accredited college or university</li> <li>• Six (6) years of progressively responsible professional experience as a Social Worker and/or Supervisor in a public Child Welfare Agency</li> <li>• Staff development and or training experience in a public or social service setting</li> </ul>
<b>SALARY/BENEFITS:</b>	<b>\$7,500 - \$8,166.67 per month (based on 100% time, 40 hours per week).</b> Salary will be commensurate with experience and qualifications and will be prorated based on final time base. Benefits include medical, dental, vision, life insurance, 401(k), vacation, sick leave and holiday pay.
<b>DEADLINE:</b>	<b>Application review begins immediately.</b> Position will remain open until filled.
<b>TO APPLY:</b>	Please visit the Auxiliary Human Resources page at <a href="https://auxiliary.fresnostate.edu/association/hr/employment-opportunities.html">https://auxiliary.fresnostate.edu/association/hr/employment-opportunities.html</a> for job announcement and application.  <b>E-mail completed application &amp; resume to: <a href="mailto:HRAUX@LISTSERV.csufresno.edu">HRAUX@LISTSERV.csufresno.edu</a></b>

**RESUMES WILL NOT BE ACCEPTED WITHOUT A COMPLETED APPLICATION**

*California State University, Fresno is a smoke free campus. For more information, please click <http://fresnostate.edu/adminserv/smokefree/index.html>  
Employment for this position is by the California State University, Fresno Foundation. This is not a State of California position.*

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