

**Title: Director of Foster Care Services**

**Position Summary** – The Director of Foster Care Services will provide leadership to the foster care program including staffing, planning, program development/implementation, training, budgeting, and census management. This role will be an important member of the Morningstar Directors Team while providing direction and oversight to staff and volunteers working in the program area. The Director is empowered to achieve organizational goals to grow the foster care program to be a significant service provider in coastal Georgia.

**Primary Responsibilities**

Leadership: Serves as a decisive, credible leader for the foster care program and demonstrates strong administrative and organizational skills. Ability to collaboratively participate with the leadership team in achieving organizational vision, mission, and goals.

Strategic Planning: Works effectively and efficiently with the CEO and Director team to implement organizational strategic plan and track progress toward achieving foster care service goals. Collaborates with the CEO to identify future strategic initiatives and implement plans toward sustainable growth.

Operations: Provides leadership and efficient management to all foster care operations. Develops and implements best practices in recruitment, training, and support to foster parents. Demonstrated ability to develop high performing staff through training, mentoring and support. Assures compliance with all legal and regulatory requirements.

Program Development: Commitment to deliver high quality foster programs and data driven program evaluation and outcomes. Demonstrates innovative thinking in developing transformative approaches in providing residential services to children in care.

Financial Management: Responsible to work with finance team to produce annual program budget. Ensures annual department goals are met or exceeded including census management and foster parent recruitment and retention.

Personnel Management: Responsible for hiring, staff development, and high performance of all foster care paid and volunteer staff with support from Human Resource Director and Training/Development Coordinator. Develops and promotes a positive culture with all personnel and builds strong teamwork and collaboration.

Communication: Assures the Morningstar mission and programs are consistently presented in a strong, positive image internally and to the community. Possesses excellent verbal and written skills and communicates well with staff and community partners. Demonstrates hands on leadership and is proactively present to support staff, foster parents and children in the program. Must be relational in approach, as well as, possess strong values and high moral character.

Community Partnership: Builds relationships through networking with churches and community groups. Seeks opportunities to develop new referral sources and secure program resource support.

**Professional Qualifications**

* Master’s degree from an accredited college or university in the area of behavioral or social sciences, social work, childhood education, business or public administration or related field and two (2) years of paid work experience in the field of social services or human service delivery and at least one of which has been in an administrative or supervisory capacity; OR a Bachelor’s degree from an accredited college or university in the same areas of study and four (4) years of paid work experience in a human services delivery capacity or a related field and at least two of which have been in an administrative or supervisory capacity.
* Experience in foster care strongly preferred.
* Experience leading and managing teams required.
* Demonstrated ability to communicate through public speaking and written word required.
* Demonstrated ability to monitor and sustain performance for self and others.

**Personal Attributes**

* Passionate self-starter, who is highly motivated in carrying out the mission.
* Effective interpersonal relationships and transparency with CEO, Director Team and staff.
* Faith-based leader who can balance a sense of ministry for children with the business demands in a growing organization.
* Inspirational leader who creates a positive care culture.
* High marks in personal integrity, strong work ethic, problem-solving attitude, and excellent judgment.