

From: Carlette Randall <crandall@jbsinternational.com>

Subject: American Indian and Alaska Native Recruitment for CFSR Reviewers

Greetings!

On behalf of the U.S. Department of Health and Human Services, Administration on Children Youth and Families, [Children's Bureau](#), we are writing to request your help in the recruitment of qualified American Indian or Alaska Native consultant reviewers to become trained and assist the federal team in conducting the onsite review component of the Child and Family Services Reviews (CFSRs).

The CFSRs, conducted in each state, enable the Children's Bureau to: (1) ensure conformity with federal child welfare requirements; (2) determine what is actually happening to children and families as they are engaged in child welfare services; and (3) assist states in enhancing their capacity to help children and families achieve positive outcomes.

JBS International, Inc. (JBS), which manages the Child Welfare Reviews Project for the Children's Bureau, oversees a pool of consultant reviewers as part of its responsibility to provide support for the CFSRs. We seek to expand our pool of consultants from diverse backgrounds who are American Indian or Alaska Native. Below are the minimum and preferred qualifications:

Minimum Consultant Requirements

- Minimum of 2 years of direct field experience and/or supervisory, administrative, or management experience in a public (federal, state, or local) or private child welfare agency; or at least two years of direct experience working for a state Court Improvement Project or juvenile or family court dealing with child welfare cases. This may include providing services or supervising, administering, or managing programs in any of the following: (1) child protective services, (2) foster care, (3) adoption, (4) family preservation, (5) family support, (6) independent living services, or (7) licensure/approval of foster and adoptive families.
- Bachelor's or Master's Degree in social work, human services, public administration, counseling, or a closely related field; or a Juris Doctorate with experience working for a state Court Improvement Project or juvenile or family court dealing with child welfare cases.
- Strong assessment skills, including the ability to: (1) gather information through interviews and from written documents, (2) pursue the collection of information from various sources, (3) compile information obtained from multiple sources, and (4) make professional judgments based on the information collected during the reviews.
- Demonstrated skills in interviewing the following stakeholders either individually or as a group: (1) children and families who receive child and family services and (2) representatives of organizations involved in the child and family service delivery process.
- Demonstrated written and verbal communication skills.
- Availability and willingness to travel to other states to participate in weeklong review activities (including a willingness to work long hours and to participate in debriefings at the end of each day).

Preferred Consultant Requirements:

- Master's Degree in social work, human services, counseling, public administration, or a closely related field; or a Juris Doctorate with experience working for a state Court Improvement Project or juvenile or family court dealing with child welfare cases.
- Supervisory, administrative, and/or management experience in a public (federal, state, or local) or private child welfare agency; or at least 2 years of direct experience working for a state Court Improvement Project or juvenile or family court dealing with child welfare cases.
- Experience in quality assurance of a state's child welfare system, continuous quality improvement, or performance reviews of child welfare services.
- Tribal experience in social services or child welfare.

Please share this information with qualified professionals. If they are interested in applying to become a Consultant Reviewer for the CFSRs, please have them e-mail us at cw@jbsinternational.com requesting a profile form and the process, or they can contact JBS at (301) 565-3260. Thank you.

Carlette Randall

Analyst/Technical Writer

JBS INTERNATIONAL, INC.

5515 Security Lane, Suite 800
North Bethesda, Maryland 20852
240.645.4727 (direct)
301.495.1080 (main)
crandall@jbsinternational.com
www.jbsinternational.com
[Facebook](#) | [Twitter](#) | [LinkedIn](#) | [Google+](#)

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