



Footsteps Senior Social Worker Job Description

Job Title: Senior Social Worker
Reports to: Director of Clinical Services
Position Type: Full Time; Exempt

Organizational Overview

Footsteps supports and affirms individuals and families who have left, or are contemplating leaving, insular ultra-Orthodox Jewish communities in their quest to lead self-determined lives. We provide crucial peer and professional resources and support as people embrace the challenge to redefine their identities and build new communities. Footsteps nurtures a network of individuals so that they not only survive in their new world, but thrive. Since Footsteps' founding in 2003, the organization has served 1,700 individuals, and in 2020, we expect our budget to reach nearly \$4 million. To learn more, visit www.footstepsorg.org.

Position Overview

Footsteps seeks a kind, dynamic, and skilled Senior Social Worker to join the organization's clinical team. Core responsibilities include providing direct clinical support (individual and group) to Footsteps members, supervising social work interns, and serving as a thought partner to the Director of Clinical Services. You will create a warm, welcoming, and supportive environment for those seeking services from Footsteps, help ensure the day-to-day activities of the department are running smoothly, and provide individuals, including parents and their children, with ongoing support as they leave ultra-Orthodoxy.

Job responsibilities include:

Clinical services:

- Provide crisis-intervention counseling consistent with Footsteps' organizational guidelines and in accordance with social work practices and New York State guidelines
- Provide clinical support to Footsteps members through short-term individual counseling
- Facilitate peer support groups and other group programming
- Conduct new member intakes
- Respond to emergency situations

Case management:

- Serve as a primary contact person for members
- Ensure members are aware of and connected to internal and external resources
- Manage high-need cases
- Ensure quality wrap-around services are provided to members with children
- Monitor the well-being of Footsteps members, track and maintain confidential records, and discuss member needs and status with staff
- Document individual meetings, referrals, and volunteer matches in Salesforce database

Team development:

- Supervise and mentor up to two social work interns
- Research and help build out Footsteps' referral network

- Provide input into development of programs and policies
- Ensure clinical team is fully equipped to provide wrap-around services

Qualifications

- Commitment to and passion for Footsteps mission
- LCSW, LMSW, or LMHC with 5+ years of related work experience
- Knowledge of the New York social service arena and relevant referral agencies/services
- Demonstrated competency working with members of traumatized populations, and/or holds a trauma-informed lens
- Experience managing members in crisis
- Ability to shift between multiple roles
- Outstanding verbal, written, and interpersonal communication skills
- Demonstrated ability to prioritize, delegate, and manage multiple priorities at once
- Dedication to working inclusively and collaboratively
- Experience working with at least one database; ability to become proficient in Salesforce
- Ability to work flexible hours, including 1-2 evenings per week and occasional Sundays

Desired Competencies

- Experience in one or more of the following areas: domestic violence, family court, or child custody cases
- Comfort engaging with and exploring new uses of technology to support programs
- Demonstrated resourcefulness, optimism, and flexibility in approach to work
- Excellent listener with ability to analyze issues and propose solutions
- Takes initiative; comfortable offering and accepting support, ideas, and feedback
- Non-judgmental character; able to set aside personal beliefs in service of member needs
- Comfort working in a fast-paced, growing organization
- Personal experience with the Footsteps population and/or individuals undergoing life transition

Location: New York City

Start Date: April 2020

Salary Range: \$55,000-\$65,000 commensurate with experience

Team + Benefits: You will join an amazing team of passionate, mission-driven colleagues. We offer a competitive benefits package that includes: flexible work schedule; paid holidays and 20 days of paid time off in first year; four weeks of paid parental leave in first year; health, dental, and vision insurance; 3% match for IRA retirement plan; flexible spending accounts for health care, dependent care, and transit; and \$1,000 a year for professional development.

How to Apply

For immediate consideration, please send your resume and cover letter to opportunities@footstepsorg.org and indicate your name and "Senior Social Worker" in the subject line. We will be reviewing applications on a rolling basis and encourage you to apply soon.

Footsteps is an equal opportunity employer. Immigrants, people of color, formerly ultra-Orthodox individuals, LGBTQIA people, people with disabilities, and people who come from poor and working-class backgrounds are strongly encouraged to apply. Footsteps does not discriminate on the basis of race, color, religion, sexual orientation, gender identity or expression, national origin, age, disability, marital or veteran status, or any other legally protected status.