



JOB OPPORTUNITY

REGIONAL TEAM LEADER **Posting #2017-10** **Posting Date: April 12, 2017** **Closing Date: Open until filled**

POSITION: Regional Team leader
Full time, 40 hours/week, exempt

DEPARTMENT: Korea/Mongolia Program

SALARY RANGE: \$73,469/year - \$102,857/year

ORGANIZATION SUMMARY:

Holt International Children's Services develops and maintains programs overseas that annually serves over 100,000 orphaned, abandoned and vulnerable children in 13 countries. Holt International addresses the root causes of child homelessness by working directly with children and families around the world, focusing on developing and delivering programs based on three pillars of service: family strengthening, world-class orphan care and adoption services.

HOLT'S MISSION:

Holt International is a Christian organization committed to expressing God's compassion for children. While always upholding the highest ethical standards, we:

- Find and support permanent, loving families for children who are orphaned, abandoned or at serious risk of separation from their family
- Provide services to ensure that children will grow and develop to their fullest potential
- Lead the global community in advocating on behalf of the world's most vulnerable children

HOLT'S CORE VALUES – AT HOLT, WE:

- Are passionate and committed to our mission
- Conduct our work in an ethical manner
- Provide the highest quality services
- Respect the dignity of all children, families and adults we serve
- Value and respect diversity
- Serve with prudent stewardship

- Value and promote a positive team spirit

DEPARTMENT SUMMARY:

The Korea Program's child centered model of care facilitates high quality, multi-faceted programs that provide services for vulnerable children to ensure they will grow and develop to their fullest potential. This process requires in-depth service and case management with families from their time of application to adopt through extended post-placement service.

POSITION SUMMARY: Implement vision and strategic priorities that ensure growth in programs and services for orphaned and vulnerable children. Provide leadership and strategic oversight of regional programs and operations to maximize their impact and effectiveness. Recruit, lead, develop, and motivate a high-performing regional team, knowledgeable about current strategies, opportunities and expected outcomes. Ensure that Holt has the appropriate talent and infrastructure to support planned growth and new initiatives. Communicate a clear vision of present and future program goals and strategies to team members and stakeholders that translate into concrete programs and work plans. Design, implement and monitor programs to assure qualitative and quantitative achievements of objectives and to maximum utilization of resources on behalf of children served. Stay abreast of country/regional child welfare needs and trends, developing and implementing creative solutions to anticipated challenges and opportunities. Represent Holt International with government officials and overseas alliances, advocating for country laws and policies that provide stability and opportunity for vulnerable children and providing technical support as needed. Demonstrate and foster an adaptable, high performing culture based on intra and inter departmental collaboration, shared knowledge, transparent communication and accountability and committed to the highest ethical standards in programs and services to the children and constituents we serve. Oversee high impact child welfare programming expansion as well as identifying and closing low impact programs when necessary.

Lead and oversee all steps of the international adoption process, and able to conduct the Expat-Adoption home study process for US military families and the US citizens who reside overseas. Required to complete a minimum of 30 hours of training every two years on current and emerging adoption practice issues. Position requires up to 25% international travel.

KNOWLEDGE AND EXPERIENCE (MINIMUM REQUIREMENTS):

Master's Degree or foreign equivalent in Social Work, Social Welfare or a related field. Four years of experience as a Director of International Adoptions, International Adoption Social Worker, or similar position.

Experience must include:

4 years of experience in managing international organizations in the areas of child welfare, adoption and/or child protection

4 years of experience in formulating strategic direction within an international development and/or child welfare context

4 years of experience in adoption services and processes, including determining the appropriateness of an adoptive placement of a child

4 years of experience working with funding agencies and international organizations, including external relations and advocacy

3 years of experience in building program capacity by leading a team of at least 5 employees

3 years of experience in planning, budgeting and financial management

1 year of experience in developing expat adoption programs

1 year of experience working with overseas adoption requirements

All education, training, and experience may be gained concurrently. Applicants must be U.S. workers (includes U.S. citizens, permanent residents, foreign nationals granted temporary residence under one of the 1986 legalization programs, refugees, and asylees).

APPLICATION PROCEDURE:

To ensure consideration, please submit the following application materials:

1. Job Application (on webpage under “complete an Online Application here”)
2. Cover letter in which you clearly describe how your knowledge, skills and abilities prepare you for the job responsibilities and requirements outlined in the job posting.
3. Current resume which includes educational and professional work experience. Educational experience must include type of degree and education experience and where obtained. Work experience must include employer name, dates of employment (month and year), position held/title and a description of duties, if position was full time or part time, and reason for leaving employer(s).

Go to www.holtinternational.org/employment/ to locate the job application and the instructions on how to submit the application materials for this job posting.