

January 4, 2023  
**Job Announcement:**  
**Director, Social Work Division**

Rising for Justice (“RFJ”) invites applications for the Director of our Social Work Division. The incumbent will lead a newly established team of social work professionals dedicated to providing assessments, supports, and services to District of Columbia residents who are threatened with eviction, who seek to have their criminal records sealed, or who are respondents in civil protection order and/or anti-stalking order cases. We seek a dynamic Licensed Independent Clinical Social Worker with management and training experience who has the skill and passion to build our social work program and ensure we most effectively serve our client community. This is a full-time position to begin immediately.

**About Rising for Justice**

Created in 1969, RFJ, formerly known as D.C. Law Students in Court (“LSIC”), is the oldest clinical legal education program in the District of Columbia. RFJ currently operates as a public interest legal services provider and clinical education program. Our mission is to leverage the collective forces of students and experienced advocates to achieve justice for all. RFJ embraces equal justice and diversity as core values. We strive to maintain a workplace that is vibrant, welcoming, innovative, and collaborative. We are committed to fostering the thoughtful exchange of ideas and to ensuring that all voices are heard and respected. We seek a skilled and experienced Director of our Social Work Division who embraces our mission and values.

Our commitment to diversity, inclusion, and non-discrimination includes race, sex, age, religion, national origin, sexual orientation, gender identity/expression, personal appearance, genetic information, political affiliation, marital status, family responsibilities, disability, status as a veteran, and any other characteristic protected by federal, state, or local law or regulation.

**The Social Work Division**

The Social Work Division was established in 2017 to help clients receiving our legal services achieve holistic and sustainable results. During the latter part of 2022, the social work team expanded, and while it continues to serve as a field placement for MSW students, it now also includes a case manager and outreach specialist as well as two additional LICSWs. The social work staff participate in outreach activities, provide case management services and supportive counseling to clients, and provide support to the legal team when clients have non-legal needs that impact their legal cases. They work collaboratively as part of an inter-disciplinary team with our attorneys and paraprofessionals.

### **Position Responsibilities**

The Director of Social Work serves as a member of the organization's management team. The Director provides oversight of and guidance on all social work matters, participates in strategic planning and priority setting related to the Social Work Division, oversees the management and operation of the program, and provides training and support to attorneys and law students on trauma-informed lawyering, mental health/substance use disorders, and other issues that are relevant to case practice and that confront our clients.

The Director has primary responsibility for the following program components:

- In collaboration with the Executive Director, Deputy Director and other senior managers, establishes the vision and goals for delivery of social work services to the organization's clients.
- Ensures the proper implementation of the program's operating procedures and training protocols, which are subject to an annual review, evaluation, and refinement process that is overseen by the incumbent.
- Ensures effective functioning of all aspects of the social work program.
- Ensures compliance with all grant-related requirements.
- Provides direct supervision of social work staff, monitoring the supervision of all field placements as well as case handling and compliance with professional standards through regular individual supervision and team meetings and quarterly reviews.
- Oversees collaborative efforts between and among the social work team and the legal and development teams to ensure that they work together effectively and that any challenges are addressed promptly.
- Serves as a liaison with Rising for Justice managers and staff to ensure all case-related social work needs are being addressed.
- Manages and promotes external relationships with university social work programs and local community services organizations.

### **Qualification Requirements**

The Director of the Social Work Program must be a licensed LICSW in the District of Columbia and have at least five years of experience as a clinical social worker. In addition, applicants must have: at least two years of management, training and supervisory experience; the demonstrated ability to innovate and direct a fast-paced program in a non-profit setting; strong clinical skills in assessment, diagnosis and trauma-informed delivery of services; and the desire and ability to educate others. Also necessary is a commitment to working as a key member on the organization's management team, and an understanding of the power inherent in collaboration with other social workers, social work students, and members of other professions.

### **COVID-19 Statement**

Rising for Justice requires all staff to be fully vaccinated against COVID-19 except staff who are entitled to a reasonable accommodation due to a medical disability or sincerely held religious belief under the law.

**Hours, Salary and Benefits:** This is a full-time position based on a 40-hour work week. Salary is commensurate with experience. We offer a competitive salary with an excellent benefits package, including employer-paid medical, dental, and vision insurance; generous sick, annual and personal leave; life and disability insurance, and paid federal and local holidays.

**To Apply:** Each candidate should submit a cover letter and resume by email to Julia Cade, Interim Director of Operations, at [hiring@risingforjustice.org](mailto: hiring@risingforjustice.org). Please indicate "Director of Social Work [your full name]" in the subject line of the email.

**Application Deadline:** Review of applications will begin immediately and will continue until the position is filled.