



**POSITION TITLE:** Director of Social Work  
**REPORTS TO:** Senior Director of Operations  
**WORKSITE:** Omaha (may require periodic travel throughout NE).

**ORGANIZATIONAL DESCRIPTION:** Immigrant Legal Center (“ILC”) is a non-profit law firm. ILC’s mission is to welcome immigrants into our communities by providing high-quality legal services, education, and advocacy. ILC’s passion is to empower immigrants to live with confidence and free from fear. Our client-focused core values are **Compassion, Leadership, Integrity, Excellence, Neighborliness, and Tenacity**. Each year, ILC provides direct legal representation to hundreds of immigrants and advocates for laws and policies that respect the rights of immigrants and encourage compassionate immigration policy reform. Every ILC team member plays a critical role in the organization’s mission and must be passionate about and dedicated to ILC’s values.

Through ILC’s outreach to multiple national agencies dedicated to serving unaccompanied children (UCs), ILC has learned that the industry best practice in serving UCs is for an immigration legal service provider to use an interdisciplinary or multidisciplinary service delivery model that utilizes social workers alongside immigration attorneys. This allows for services to meet the best interest of the child and ensures the best chance of a positive outcome in the child’s immigration case, which is critical to the child’s future. To achieve this goal of serving every child and that child’s best interest, ILC is dedicated to adding a program that includes a team of social workers trained in identifying the needs of UCs and their family sponsors.

**POSITION DESCRIPTION:** The Director of Social Work will work in partnership with the Executive Director and the Senior Director of Operations to lead ILC’s Social Work Team and integrate the social work, operations, and legal teams. ILC’s UC social work program will be centered on connecting with UCs upon arrival to achieve outcomes that serve a UC client’s best interest. The Director of Social Work will build the social work program from the ground up and will be expected to do the following:

- Participate in the shaping, implementing, monitoring, and evaluating of ILC’s Social Work Team’s organizational priorities, policies, and strategic goals.
- Foster leadership potential in social work staff.
- Develop social work procedures and quality assurance tools for the social work team, including record review/documentation standards
- Oversee implementation of quality assurance measures and data tracking, including development of measurable outcomes.
- Carry a modest caseload.
- Oversee the work of the social work team to assure each social worker’s workload is manageable and facilitates high-quality work.
- Assist with the preparation and presentation of reports to board and funders, as appropriate.
- Provide culturally appropriate and trauma informed social work services to child immigrants in Nebraska.
- Assist with immigration-related screenings.
- Conduct biopsychosocial assessment, reassessment, case planning, crisis intervention, case management, and client advocacy.
- Supervise a team of social workers.
- Supervise MSW interns/practicum students
- Research and/or participate in development of best practice standards
- Create, deliver and assist with trauma-informed trainings for internal and external parties

## **QUALIFICATIONS:**

- Dedication to ILC's Core Values and Mission.
- Strong commitment to public interest social work and legal services and to the enfranchisement and empowerment of immigrant communities.
- Ability to work sensitively with numerous staff, volunteers, students, and clients having diverse personalities, lifestyles, cultures, political orientations, and faiths.
- Master's degree in social work from an accredited school and licensure is required.
- 3-5 years of experience in non-profit or comparable organizational management experience preferred; prior experience assisting immigrants strongly preferred.
- Fluency in Spanish is required.
- Experience building programs and providing support, guidance, and mentorship.
- Ability to flexibly share leadership and build consensus.
- Excellent communicator and writer.
- Ability to work on a team and handle multiple tasks in an organized and timely manner.
- Impeccable integrity, positive attitude, and self-directed.
- Ability to take initiative, think strategically, creatively problem-solve, exercise good judgment, lead change, and make difficult decisions when necessary.

## **COMPENSATION**

- Competitive.
- Excellent benefits, including medical, dental, and vision insurance and a 403b retirement plan included.

## **TO APPLY**

- Please send cover letter, resume, writing sample, and three professional references to Rick Rummel at [rick@immigrantlc.org](mailto:rick@immigrantlc.org).