

Overview

Thornwell is a diverse, non-profit ministry serving children and families across Florida, Georgia, and South Carolina with a family-centered continuum of care.

For more than 145 years, Thornwell has met the call to care for and support children and families in need. Today, the same spirit that guided our Founder to create a home for children orphaned by war guides us to provide hope and healing for some of society's most vulnerable. We believe in a world where everyone belongs to a thriving family, and this belief guides everything we do to heal and build up children and families.

Thornwell's mission to prevent child abuse and neglect, build up and reunite families, and strengthen healthy communities in the name of Jesus Christ is carried out daily by its Board of Trustees and staff. This mission comes to life on Thornwell's residential foster care and educational campus in Clinton, South Carolina, throughout the Upstate of South Carolina with foster care services, and across Florida, Georgia, and South Carolina where evidence-based programs are offered by Master's level, licensed therapists who partner with children and families to give them the tools they need to build healthy relationships and strong bonds for the future. Thornwell's offerings align with State and Federal guidelines and are designed to empower children and families to live their best lives.

We desire professional and deeply committed, ministry-minded people who believe in accepting the challenge of working with children and families from hard places. If you are interested in serving God by serving children and families, we invite you to apply.

We are seeking a passionate professional who desires to work in a thriving culture that values excellence, professional support and dedication to Family Specialists and clients as a **Lead Consultant**. The Lead Consultant will implement a systematic approach to consultation and training services to help ensure the provision of quality services for clients through the use of established Teaching-Family Association (TFA) and Council on Accreditation (COA) standards.

The Lead Consultant will develop and maintain a diverse network of community and congregational relationships to ensure program development and sustainability.

Core Responsibilities

- Conduct consultation, supervision and training as scheduled using the standards established by TFA, Council on Accreditation (COA), and according to the policies and procedures of Thornwell. The Consultant will utilize best practice techniques for supervision including a reflective supervision process.
- Support Family Specialists in documentation and service planning needs to include client invoicing, 3rd party billing summary, and documentation compliance.
- Assist with new hire interview process.
- Provide additional on-site pre-service and on-going training for Family Specialists. The Consultant will provide on-going training during the all staff Building Families meetings.
- Assist with the development and evaluation of the Building Families Program policies, procedures and curriculum.

- Oversee the referral process and assist Family Specialists with making decisions regarding level-of-care, geographical catchments area, and assessment/fit for Building Families.
- Responsible for and/or coordinating contact and collaboration with congregations, community-based service organizations, local schools, medical practices and mental health practitioners to develop a network of professionals available to refer families for services and provided on-going support to families.
- Serve up to 2 families at a time in addition to their consultation duties. The Consultant may also offer workshops and parenting class series.
- Provide administrative oversight to Family Specialists which includes verifying and submitting monthly reports, mileage and check request, processing leave & training request, and monitoring credit use and budget expenditures.
- Collaborate with Director of Building Families Program in order to conduct periodic employee evaluations using a strength-based coaching approach to assess employee performance, address concerns and promote growth.
- The Consultant will provide Family Specialists with weekly staffing/consultation, in home observations, verbal and written feedback, and completion of appropriate documentation.
- Other related work duties, training and administrative responsibilities as assigned by the Vice President and Director.

Education and Experience

- Master's Degree in a related field (i.e. psychology, social work, and child and family development), required.
- Unrestricted clinical license through the appropriate state licensing board for the duration of their employment with Thornwell, required.
- Experience working with youth with emotional and behavioral challenges and their families and demonstrated understanding and acceptance of wraparound principles and family-centered services.
- Commitment to positive changes in families through the implementation of the Teaching-Family Model and possess strong leadership and supervision skills.
- Ability to use strengths-based coaching and develop collaborative supervision plans when assessing staff member's strengths, addressing concerns and promoting growth.
- A desire to grow professionally and have experience supervising community-based employees.
- Ability to engage in a reflective supervision model with capacity to listen carefully, demonstrate concern and empathy, promote reflection, observe and highlight the parent-child relationship, respect role boundaries, respond thoughtfully in emotionally intense interactions and understand, regulate and use one's own feelings.
- Valid state driver's license and proof of automobile insurance.
Thornwell's HR department will verify licensure status through the appropriate state licensing board and will confirm academic degree status through an authorized third-party service.

The Consultant must provide a copy of their clinical license at the time of their HR onboarding meeting and must provide any updated licensure documents as they are received.

Working Conditions

The Consultant will work in an office setting provided by a local host church, or a home office as approved by the Director of Building Families in the Columbia area. The Consultant may travel daily to provide services to families in a geographical area defined as approximately a 15 miles radius from their designated office site. The Consultant will travel weekly to complete observations of their assigned Family Specialists and to assist with on-site training, consultation and evaluation. The Consultant will travel using their own car and will be reimbursed at Thornwell's defined standard rate.

The Consultant will work a flexible schedule to meet the needs of the families we serve. The Consultant will maintain office hours at their designated office site unless they are completing a home visit or a work-related community event (referral visit, networking or church event).

Physical activity associated with the job will include sitting (travel & computer work) and ability to move around and engage in activities with the families and children.

Benefits and Perks

Thornwell offers competitive salaries and benefits for qualifying full-time employees including health insurance, free dental/eye coverage, a 403b retirement plan with current employer contribution of 4% with up to an additional 3% match, remote positions, continuous training and development opportunities, and a culture of appreciation that fosters the positive strengths and potential of our team members.

Thornwell is an independent non-profit religious organization affiliated with the Presbyterian Church (U.S.A.) that prefers to employ individuals who share Christian values and who possess a Christian commitment for children and families in need.