



MN Child Welfare Training Academy™



Research and Evaluation Supervisor, 100% position

POSITION OVERVIEW:

The Research and Evaluation Supervisor (Researcher 6, 9742R6) is a 100% FTE University employee positioned in the Center for Advanced Studies in Child Welfare (CASCW) at the School of Social Work. CASCW has joined the Minnesota Department of Human Services (DHS) in a joint project to co-create and operate the Minnesota Child Welfare Training Academy (MNCWTA). The Research and Evaluation Supervisor serves as a critical member of the integrated teams of DHS and the University. This position is responsible for all evaluation: curriculum delivery/activities, learner knowledge/skill acquisition, and trainers, related to the Academy. This position also oversees the development, implementation and evaluation of a statewide credentialing program while also publishing research findings to advance generalizable knowledge within the field of child welfare. The Research and Evaluation Supervisor will provide support in the establishment and ongoing operations of the new Minnesota Child Welfare Training Academy.

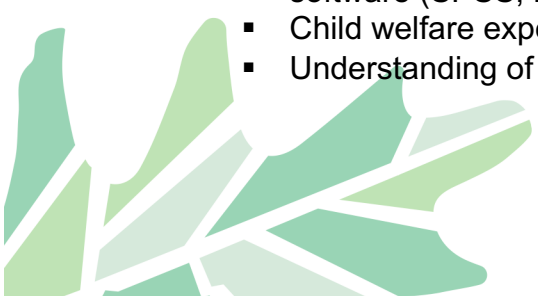
This position will report to Elizabeth Snyder, the Co-Director, and will be located off campus at the Minnesota Child Welfare Training Academy, which is two miles north of the St. Paul Campus.

REQUIRED QUALIFICATIONS:

- Advanced degree in social work, public health, education, or related social science discipline with one or more years of research training
- Substantial research and publication record
- Demonstrated project development and project management skills
- Demonstrated history of providing supervision to other researchers
- Strong verbal and written communication skills – both technical and scholarly
- Robust qualitative and quantitative analysis skills
- Demonstrated ability to translate research findings into reports and presentations accessible by frontline practitioners and educators
- Established commitment to diversity and cross-cultural communication

PREFERRED QUALIFICATIONS:

- Experience using methodologies specific to training evaluation measures
- Experience working with professional credentialing program(s)
- Advanced knowledge of and experience working with statistical computing software (SPSS, R, or STATA)
- Child welfare expertise
- Understanding of state/tribal social services





JOB RESPONSIBILITIES:

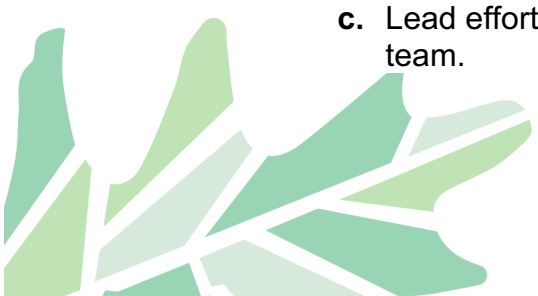
1) Evaluation Design and Implementation (75%)


- a. Develop a credentialing program for frontline Child Welfare professionals and supervisors, to also be used within the Training Academy.
- b. Provide evaluation relating to all aspects of the Academy: curriculum delivery/activities, learner knowledge/skill acquisition, and trainers.
- c. Develop research protocol documentation.
- d. Assess, troubleshoot, and report problems with data collection or other research processes.
- e. Evaluate compliance to protocol and systematically/continuously evaluate responses to interventions and expected outcomes.
- f. Manage site and subject recruitment and participation in research protocols.
- g. Contribute to the efficiency and effectiveness of the research process by leading discussions and participating as an active member of the research team.
- h. Produce research publications or presentations of research and evaluation data with the Academy team to investigation partners, community stakeholders, state agency personnel, and/or the academic community (e.g. conference presentations, community presentations, etc.) as appropriate.
- i. Maintain accurate and complete study records, supplies, and equipment.
- j. Maintain data security and confidentiality.
- k. Contribute to developing high quality research-related deliverables including but not limited to research briefs, how-to guides on understanding scholarly research, on topics including but not limited the child welfare workforce, professional well-being, child welfare training and professional development.

2) Reporting (10%)

- a. Report on Academy activities via monthly and annual reports. Reports will be designed and distributed for both internal and external stakeholders, parent organization, and legislators.
- b. Publish research findings pertaining to the child welfare workforce and child welfare training and credentialing, in accordance with University expectations for data sharing and developing knowledge.

3) Administration and Supervision (15%)

- a. Provide regular supervision and development to two research staff and two Graduate Research Assistants (GRAs).
 - b. Assess qualifications of candidates and hire staff to perform job duties to achieve Minnesota Child Welfare Training Academy goals.
 - c. Lead efforts to develop a diverse, inclusive, and equity-focused work team.
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- d. Maintain a safe, positive, productive, and collegial work environment respectful of cultural and difference.
 - e. Participate in administrative activities and strategy meetings, as a part of the leadership team within the Academy.
 - f. Onboard, train, schedule, mentor, and direct research staff and GRAs in protocols and various research duties to develop supportive research and evaluation skills.
 - g. Manage problem solving in areas of research and evaluation including complex stakeholder engagement, difficult operationalization of variables across organizations etc.

ABOUT THE DEPARTMENT:

The MNCWTA is a partnership between the University's CASCW (see below) and the MN Dept. of Human Services. The newly formed MNCWTA is responsible for the training and professional development of Minnesota's county and tribal child welfare frontline staff and supervisors. This dynamic team is in the process of redeveloping its curriculum, training modalities, evaluation processes etc. The MNCWTA occupies a newly renovated building off campus, in Roseville, MN. Just minutes from the St. Paul campus.

Center for Advanced Studies in Child Welfare

The Center for Advanced Studies in Child Welfare (CASCW) was established in 1992 with federal Title IV-E funding and a grant from the Bush Foundation. The Center brings the University of Minnesota together with county, tribal, state and community social services in a partnership dedicated to improving the lives of children and families involved with public child welfare. Substantial funding for the Center continues to come from federal Title IV-E funds and support from the University of Minnesota, the College of Education and Human Development and the School of Social Work. CASCW fulfills its mission by focusing its efforts around three primary areas: Professional Education, Outreach, and Research & Evaluation.

Mission: To improve the well-being of children and families who are involved in the child welfare system by: educating human service professionals, fostering collaboration across systems and disciplines, informing policy makers and the public, and expanding the child welfare knowledge base.

Guiding Values: All children deserve competent and effective child welfare services to promote safety, well-being and permanency, Effective child welfare workers require continual professional development that is financially, geographically and culturally accessible, Effective child welfare training, education, policy and evaluation is multidisciplinary, multicultural and collaborative in nature, Child welfare evaluation informs policy and practice resulting in better outcomes for children and families, Policy makers and the public make effective decisions when provided with current, relevant, and accurate child welfare information.



School of Social Work

Founded in 1917, the School of Social Work at the University of Minnesota–Twin Cities is the oldest social work program in a public land-grant university. SSW is a unit within the College of Education and Human Development, one of the leading colleges of education and human development in the country with programs and research in areas such as educational psychology, child development, organizational leadership, family social science, and disabilities. The School offers a number of educational programs at the graduate and undergraduate levels. Graduate degree programs include a PhD in social work, a Master of Social Work, and a Master of Education in Youth Development Leadership. At the undergraduate level, the School offers a Bachelor of Science in Youth Studies, and minors in Family Violence Prevention, Youth Studies, and Social Justice. For more information please visit: <http://www.socialwork.umn.edu>

College of Education and Human Development

The College of Education and Human Development (CEHD) is a world leader in discovering, creating, sharing, and applying principles and practices of multiculturalism and multidisciplinary scholarship to advance teaching and learning and to enhance the psychological, physical, and social development of children, youth, and adults across the lifespan in families, organizations, and communities. CEHD is the third largest college at the University of Minnesota, houses seven departments with ten undergraduate majors, over 30 graduate degree programs, and 25 centers and institutes. We are committed to diversity in our students, faculty and staff; 38.4% of our new first year students are students of color and more than 265 of our international students represent over 51 different countries. For further information: <http://www.cehd.umn.edu/about/default.html>.

CEHD and the University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

HOW TO APPLY:

Applications must be submitted online.

To access the job posting, visit <https://humanresources.umn.edu/content/find-job> and follow the 'Apply Now!' instructions. Once you are logged into the employment site, please enter the job ID, 337528, in the keywords box under Basic Search.

You will be given the opportunity to complete the online application for the position and attach a cover letter and resume.

**To request an accommodation during the application process, please e-mail employ@umn.edu or call (612) 624-UOHR (8647).*

**DIVERSITY:**

The University recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. The University is committed to attracting and retaining employees with varying identities and backgrounds.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. To learn more about diversity at the U: <http://diversity.umn.edu>.

BACKGROUND CHECK INFORMATION:

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.

ABOUT THE U OF M:

The University of Minnesota, Twin Cities (UMTC), is among the largest public research universities in the country, offering undergraduate, graduate, and professional students a multitude of opportunities for study and research. Located at the heart of one of the nation's most vibrant, diverse metropolitan communities, students on the campuses in Minneapolis and St. Paul benefit from extensive partnerships with world-renowned health centers, international corporations, government agencies, and arts, nonprofit, and public service organizations.