

**Regional Director of Social Work**

**Region 1, Region 3 and Region 4**

Legal Aid Services of Oklahoma (LASO) seeks an experienced Regional Director of Social Work (DSW) to serve the assigned Region and ensure the overall quality and consistency of OFR’s social work practice. Reporting to the Executive Director, the DSW will oversee social work practice of the contract mentors and social workers who are assigned to provide services for parents and children on the interdisciplinary teams. The DSW will be responsible for recruiting, training, overseeing, and supporting the contract social workers and mentors. The DSW will work closely with the Executive Director, Regional Managing Attorneys, and others on the Executive team to develop a strategic approach to OFR’s social work practice and help shepherd the development and expansion of OFR’s social work practice to serve all eligible clients.

**Program Overview**

Passed into law in 2023, the Family Representation Advocacy Act, 10 O.S. Section 801 et seq., established the Family Representation Advocacy Program within the Administrative Office of the Courts and the AOC has contracted with Legal Aid Service of Oklahoma to bring the OFR to life.

OFR is dedicated to ensuring all children and qualified parents, legal guardians, and Indian custodians receive attorneys prepared to deliver uniform and high-quality legal representation in deprived child actions brough by the state pursuant to Title 10A.

OFR emphasizes interdisciplinary legal defense, integrating attorneys, social workers, and mentors to protect clients' rights and reduce family separation.

**Key Responsibilities**

*Program Leadership & Development*

* Work with the Executive Director, Managing Attorney, and stakeholders to execute OFR’s mission.
* Assist with annual budget narratives, performance reports, policy development and identify potential ethical issues in OFR’s social work practice.
* Promote interdisciplinary legal teams.
* Identify systemic issues and develop solutions.

*Social Worker and Mentor Recruitment, Training & Oversight*

* Recruit, train, oversee, and support contract social workers and mentors for parent and child/youth interdisciplinary team representation.
* Oversee quality of social work services, conduct court observations, and annual reviews.
* Monitor caseloads, ensure high-quality interdisciplinary team representation and compliance with professional standards.
* Develop and present training programs for social workers, mentors and attorneys.

*Litigation Support & Case Consultation*

* Ensure high quality representation, consistent practice, and quality assurance
* Work with the Managing Attorneys to develop social work strategies for the interdisciplinary teams.
* Identify resources for the interdisciplinary teams.
* Provide technical assistance and training on best social work practices

*Stakeholder Collaboration & Policy Advocacy*

* Meet regularly with OKDHS and other child welfare stakeholders.
* Represent OFR at external meetings, trainings, and conferences.
* Work closely with OFR’s Executive Team to fulfill contractual and reporting requirements.

**Qualifications**

* LMSW or LCSW required.
* 8+ years of experience in child welfare and deprived court proceedings, including staff supervision.
* Commitment to interdisciplinary representation of children and parents.
* Experience leading diverse teams and fostering inclusive environments.
* Strong skills in multi-tasking, problem-solving, training, and contractor management.
* Ability to work independently, manage time effectively, and meet deadlines.

*\*This position is NOT client facing and will NOT “stand in” nor “substitute” for contract social workers and/or mentors.*

**Knowledge of:**

* Management and supervisory principles, practices, and techniques for independent contractors.
* Knowledge of OKDHS policies, child welfare laws, trauma, and risk assessment.
* Child development, social work, trauma, the child welfare system, public interest issues, and related community services available to support children and families.
* Experience with public benefits, education, housing, or immigration preferred.
* State and Federal law pertaining to child abuse and neglect
* All aspects of substantive child abuse and neglect litigation.

**Skills and Abilities:**

* Multi-tasking, problem solving, and being a productive TEAM player.
* Analyzing facts, policies, procedures, social work and legal precedents in area of specialty.
* Operating a variety of office equipment and Microsoft software products including Word Excel, Publisher, PowerPoint, Outlook, Teams as well as LegalServer and Paycom.

**Work Environment & Travel**

* Remote or hybrid depending on Region. If office-based role may have occasional lifting of materials up to 25 lbs.
* Frequent travel throughout Oklahoma for court observations, training, and stakeholder meetings.
* Attendance at State and National conferences.

**How to Apply**

Interested candidates should submit a cover letter, resume, and three professional references (including a former supervisee) to gwendolyn.clegg@laok.org and tara.zinn@laok.org by March 1, 2025.