



The Texas Alliance of Child and Family Services (TACFS) – Director of Community Development

The Texas Alliance of Child and Family Services (TACFS) is Texas' leading network of mission-driven organizations that have embraced the call to serve vulnerable children, youth, and families in their communities. TACFS members across Texas work to prevent and address child trauma through services including prevention and early intervention, family preservation, residential/foster care services, adoption, post-adoption, youth runaway and transition services, mental health, education, substance abuse and other programs designed to promote safety and reduce risk for children, youth, and families. Our mission is to strengthen and continuously improve the services, practices, and care for at-risk children, youth, and families. We achieve this mission through research and education, collaboration, and advocacy.

The Texas Center for Child & Family Studies is a 501(c)(3) and a supporting organization of Texas Alliance of Child and Family Services (TACFS). The Center strives to support and initiate the development of high-quality child welfare services to ensure appropriate care for all Texas children. The mission is to provide education, research, and training to strengthen the capacity of organizations and systems of care to deliver high quality support services to children and families in Texas. Please visit our website for more information: tacfs.org.

The TACFS team is mission-driven, highly motivated, energetic, and supportive of new and different ways of meeting the needs of our vast and diverse network of member organizations. The organization was established in 1976 and we are continuously evolving in response to the dynamic nature of the work we do. Our overall strategic aim is to support our members so they can do what they do best - care for children and families. And we aim to support the overall child, youth and family serving system, including national and state partners.

As we work to support best practices through the advancement of programs like community-based care, kinship care, adoption/post-permanency, transitioning youth and young adult programs, the TACFS team is also driving systems change to grow primary prevention, family preservation and reunification supports. Our vision is to continue building capacity across continuums of care at the local level to support child and family wellbeing through evidence-based policies and practices, ensuring that families have access to the critical supports and resources they need to safely parent their children.

Specifically, the Director of Community Development will provide strategic guidance, technical assistance, and support to organizations and collaborations across the state that are working to improve outcomes for children involved (or at risk of being involved) in the child welfare system.

Reporting

Our Director of Community Development will work under the immediate direction of the TACFS VP of Systems Advancement and will work collaboratively with other TACFS staff, TACFS CEO, TACFS Board and membership, and with other stakeholders including Community Based Care consortiums, Single Source Contractors, community providers, and state and national partners.



The Director of Community Development will have the following roles and responsibilities:

- Provide strategic guidance and support to innovative and impactful local, community collaborative initiatives working to drive improvements in the child welfare systems. Projects the position directly supports include:
 - The Houston area Coalition of Child Serving Sectors as they prepare for implementation of Community Based Care, grow capacity, and improve outcomes in Harris and 12 neighboring counties.
 - The Supreme Court of Texas Permanent Judicial Commission for Children, Youth, and Families' Trauma Informed Court project as they implement trauma-informed and trauma-responsive practices that promote child and family felt safety within the Texas court system.
- Provide consultation and guidance to TACFS member organizations on best practices, organizational excellence, and emerging trends in a manner that helps them improve operations, policies, practices, and impact.
- Support TACFS and the Center in identifying projects, initiatives, partnerships, and opportunities that drive our work into the most advanced areas of the industry. Our goal is to remain more proactive than reactive.
- Participate in business development activities to expand work conducted by the Center and TACFS—writing grant proposals, developing networks of stakeholders, marketing the Center's efforts, etc.
- Develop and deliver original content (presentations, white papers, analyses, trainings, etc.) on topics relevant to TACFS members and the larger child welfare community.
- Other duties as assigned

Qualifications:

Required

- At least 5 years' experience in child welfare
- Experience with or demonstrated knowledge of implementing best practices, program improvement, operational excellence, and/or change management in a child and family serving organization
- Demonstrated ability to deliver complex content simply, succinctly, and such that the receiver of the content achieves understanding of the material
- Demonstrated ability to work independently, take direction as needed, and respond effectively to constructive feedback.



- Demonstrated ability to creatively solve problems and unite diverse stakeholders
- Demonstrated ability to work effectively in a team
- Demonstrated ability to foster strong relationships within the child welfare community (amongst member agencies, non-member agencies, DFPS, HHSC, advocates, educational partners, mental health partners, academics, etc.)
- Excellent written and verbal communication skills

Preferred

- Preference for applicants who reside in or around Harris County
- Demonstrated ability to successfully manage multiple projects
- Demonstrated experience with public speaking and clear presentation of complex information
- Strong analytical skills with the ability to collect, organize, analyze, and disseminate significant amounts of information, including qualitative and quantitative data, with attention to detail and accuracy
- Demonstrated experience in successfully achieving funding for projects

This is a full-time position, with a flexible, accommodating work environment. Compensation will be commensurate with experience. The majority of work will be done remotely, though some travel will be required.

TACFS values our employees and aims to provide compensation and benefits commensurate with experience. TACFS is an equal opportunity employer. TACFS does not discriminate based on race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law. All employment is decided based on qualifications, merit, and business need. Please e-mail resume and cover letter to [Katy Bourgeois](mailto:Katy.Bourgeois@tacfs.org) at Kbourgeois@tacfs.org