



Chief Operating Officer

Want to join one of South Texas' premier child welfare agencies in "restoring innocence and strengthening families?" Family Tapestry, a Division of The Children's Shelter, is looking for you! Since 1901, The Children's Shelter has provided a continuum of Trauma-Informed Care for Bexar County children with a history of prolonged abuse, abandonment and/or neglect. Family Tapestry was created in 2018 to weave together the community to transform the foster care experience in Bexar County. Our goal at Family Tapestry is to ensure each child is safe in care, achieves permanency, improves their overall wellbeing, experiences fewer moves and shorter stays in care, and increases family engagement, which leads to better outcomes, trusting relationships, and meaningful connections. It takes one person to change the life of a child. Will you be part of our tapestry to fulfill our mission?

Reporting to the President/CEO of The Children's Shelter, the Chief Operating Officer provides leadership to the internal operations for Family Tapestry, a division of The Children's Shelter, to include the Intake & Placement, Consumer Affairs and Case Management departments. The COO recommends policies, priorities, projects, programs and budget. The COO develops and administers the capabilities of the programs in accordance with the philosophies and policies outlined in Family Tapestry policy manuals and National Standards.

Responsibilities Include:

- Works in partnership with the President/Chief Executive Officer of the Children's Shelter to create Family Tapestry's strategic and business plans and implement new processes and approaches to achieve goals and outcomes.
- Ensures that all activities carried out in the name of the organization are in accordance with agency policies, procedures, national standards and as outlined in the DFPS-Bexar County Community Based Care contract.
- Evaluates performance, conducts coachings and develops staff on a regular basis.
- Carries out the Trauma Informed Care principles and practices for both internal and external stakeholders.
- Develops a team-based environment to motivate and inspire staff to work collaboratively toward vision and goal, by clearly communicating agency vision, implementing yearly staff development plans and mentoring.
- Leads staff in the continuous improvement of quality and operational processes that support service delivery through the Performance and Quality Improvement (PQI) program.
- Builds and maintains strong, collaborative relationships with the provider network and community stakeholders.

Requirements:

- Proven experience as a COO or similar leadership position with a minimum of 5 years of child welfare experience.
- Bachelor's Degree from an accredited college or university; Master's degree in social work or related field is preferred.
- Previous work with child/youth in TDFPS care is required.
- Working knowledge of Minimum Standards for child placing agencies is required.
- Bilingual with English and Spanish is a plus

Family Tapestry is a Division of The Children's Shelter - an Equal Opportunity Employer committed to a culturally diverse workplace and offering a competitive pay and benefits package.

You can apply on-line by visiting our website www.familytapestry.org or in person at:

2939 W. Woodlawn Ave.
San Antonio, TX 78228
Monday-Friday 8am-5pm