



# JBS SEEKS DIVERSE AGILE STAFF FOR CHILD AND FAMILY SERVICES REVIEWS

**JBS International, Inc., is expanding our pool of experienced agile staff for the Child Welfare Reviews Project (CWRP).** JBS manages the CWRP for the Children's Bureau, U.S. Department of Health and Human Services. We are recruiting qualified applicants to participate in the Child and Family Services Reviews (CFSRs) who are from diverse geographic, racial, ethnic, demographic, and linguistic backgrounds to adequately reflect the diversity of the areas being reviewed. Applicants are encouraged to apply who have experience in quality assurance, CFSRs, case auditing, note-taking, lived experience within the child welfare system or Indigenous/Tribal social services, and/or fluency in Spanish.

## How do reviewers participate in the CFSRs?

Through the CWRP, the Children's Bureau maintains a national pool of child welfare professionals to support the Children's Bureau in administering the CFSRs in three roles: CFSR Reviewer, QA Specialist, and Note-Taking Specialist. CFSR Reviewers use the federal Onsite Review Instrument and Instructions (OSRI), via the OMS (Online Monitoring System), to conduct child welfare case reviews and interview case participants. A joint federal-state team conducts two review types: CB-Led Reviews and State-Led Reviews. The onsite review requires travel.

During Round 4 of the CFSR, there will be a focus on using data and evidence to identify disparities in services and outcomes; understand the role that child welfare programs, policies, and practices may play in contributing to those disparities; and inform and develop systemic improvements. The reviews provide states an opportunity to consider and critically analyze evidence of disparities that may contribute to inequity in services and outcomes for people of color, Native Americans, and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality in the child welfare system. Administering the CFSRs through diverse cultural lenses is critical to supporting this focus.

## CFSR Reviewer Responsibilities

- Working alone or paired with a state reviewer: Review case records, interview involved parties, and complete the OSRI.
- Using professional judgment to make rating decisions based on CFSR instructions and regulations.
- Participating in group meetings scheduled during the onsite review, as required.
- Assisting in compiling a summary of the team's findings during the onsite review.
- Remaining present at the review site for the entire duration of the onsite review and participating in all scheduled review activities, from the entrance conference through the last of the review activities and exit conference.
- Remaining available for telephone consultation after the review, if needed, to clarify or supplement information recorded on the instruments.

## Minimum Requirements

- Bachelor's or Master's degree in social work, human services, public administration, counseling, or a closely related field; or a juris doctor degree with experience working for a state/Tribal Court Improvement Program or juvenile or family court dealing with child welfare/Tribal cases.
- Minimum of 5 years of direct field experience and/or supervisory, administrative, or management experience in a public or private child welfare agency. This may include providing services or supervising, administering, or managing programs supporting child protective services, foster care, adoption, family preservation, family support, independent living services, or licensure/approval of foster and adoptive families with state, local, or Tribal agencies.
- Strong assessment skills, including the ability to:  
(1) gather information from interviews and written documents; (2) pursue the collection of information from various sources; (3) take notes and compile information obtained from multiple sources; and (4) make professional judgments based on the information collected during the reviews.

*Preference will be given to individuals who are experienced in applying the OSRI and/or demonstrate fluency in Spanish and/or lived experience within the child welfare system or within indigenous/Tribal social services.*

## HOW TO APPLY

See <https://www.acf.hhs.gov/programs/cb/monitoring/child-family-services-reviews> for more information about the CFSRs. To receive an application packet, email JBS at [cw@jbsinternational.com](mailto:cw@jbsinternational.com).