



Children's Bureau Seeks Diverse Consultant Reviewers for the Child and Family Services Reviews

JBS International, Inc., manages the Child Welfare Review Project for the Children's Bureau, U.S. Department of Health and Human Services. Through the Child Welfare Review Projects, the Children's Bureau maintains a national consultant pool of over 1,000 child welfare professionals who meet minimum education and experience requirements established by the Children's Bureau. Each year, the Children's Bureau and the Child Welfare Review Projects actively recruit consultants for possible participation in the onsite review portion of future Child and Family Services Reviews (CFSRs). As part of the CFSR process, the onsite review of each State's child welfare program is conducted by a joint Federal-State team. The onsite portion of the review includes: (1) case record reviews; (2) interviews with children and families engaged in services; and (3) interviews with community stakeholders, such as the courts and community agencies, foster families, caseworkers, and service providers.

Consultant Recruitment and Selection

The Children's Bureau Central and Regional Office staff encourage applications from diverse racial, ethnic, demographic, and linguistic backgrounds. Those with special skills, including but not limited to child protective services or CFSR experience, the ability to speak a language other than English, or experience working with tribes, are especially encouraged to apply. Recruitment efforts are designed to assist the Federal and State review team leaders in identifying review team members who adequately reflect the diversity of the geographic areas being reviewed.

Prospective consultants may begin the process by filling out a Consultant Profile Form, available at www.acf.hhs.gov/programs/cb/cwmonitoring/recruit/profile.htm. Below are the minimum and preferred requirements.

Minimum Consultant Requirements

- Minimum of 2 years of direct field experience and/or supervisory, administrative, or management experience in a public (Federal, State, or local) or private child welfare agency; or at least two years of direct experience working for a State Court Improvement Project or juvenile or family court dealing with child welfare cases. This may include providing services or supervising, administering, or managing programs in any of the following: (1) child protective services, (2) foster care, (3) adoption, (4) family preservation, (5) family support, (6) independent living services, or (7) licensure/approval of foster and adoptive families.
- Bachelor's or Master's Degree in social work, human services, public administration, counseling, or a closely related field; or a Juris Doctorate with experience working for a State Court Improvement Project or juvenile or family court dealing with child welfare cases.
- Strong assessment skills, including the ability to: (1) gather information through interviews and from written documents, (2) pursue the collection of information from various sources, (3) compile information obtained from multiple sources, and (4) make professional judgments based on the information collected during the reviews.

- Demonstrated skills in interviewing the following stakeholders either individually or as a group: (1) children and families who receive child and family services and (2) representatives of organizations involved in the child and family service delivery process.
- Demonstrated written and verbal communication skills.
- Availability and willingness to travel to other States to participate in weeklong review activities (including a willingness to work long hours and to participate in debriefings at the end of each day).
- Supervisory, administrative, and/or management experience in a public (Federal, State, or local) or private child welfare agency; or at least 2 years of direct experience working for a State Court Improvement Project or juvenile or family court dealing with child welfare cases.
- Experience in quality assurance or performance reviews of child welfare services.

Preferred Consultant Requirements

- Master's Degree in social work, human services, counseling, public administration, or a closely related field; or a Juris Doctorate with experience working for a State Court Improvement Project or juvenile or family court dealing with child welfare cases.



For More Information

See www.acf.hhs.gov/programs/cb/cwmonitoring/index.htm.

You may also call, write, or e-mail:

Child Welfare Review Projects

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