

FATHER ENGAGEMENT SPECIALIST

Employment Type: Independent Contractor | Flexible Schedule– evenings and weekends may be required to meet family needs

Position Summary:

The **Father Engagement Specialist** provides direct services to fathers involved with DCS, including those who are incarcerated, out of state, or disengaged. The role includes case coordination, education, outreach, and facilitation of fatherhood programming. Services are tailored to increase father involvement in their child's life and promote healthy, consistent, and meaningful engagement in compliance with DCS service standards.

Key Responsibilities:

- Visit DCS offices periodically to collaborate with Family Case Managers (FCMs) and attend Child and Family Team Meetings (CFTMs).
- Serve as a liaison between fathers and DCS, building and maintaining professional working relationships with relevant staff.
- Assist in locating and re-engaging fathers after DCS has exhausted diligent search efforts (including incarcerated or out-of-state fathers).
- Conduct intake interviews and collect data for progress tracking.
- Monitor and document ongoing parental engagement and progress toward goals.
- Deliver approved fatherhood programs such as *Bringing Back the Dads*, *24/7 Dads*, *Inside Out Dads*, and *Bridges Out of Poverty*.
- Educate fathers on the CHINS legal process, court procedures, visitation expectations, and their rights and responsibilities.
- Offer coaching, emotional support, and structured guidance through non-judgmental and culturally competent practices.
- Provide education in parenting skills, child development, anger management, financial responsibility, and navigating public systems (e.g., child support, schools).
- Facilitate contact between children and their incarcerated fathers via video calls, letters, or visits when appropriate and safe.
- Collaborate with local agencies, child support offices, and community partners to ensure holistic support.

Qualifications:

- Bachelor's degree in Social Work, Psychology, Human Services, Criminal Justice, or related field.
- Experience working with fathers, court-involved families, or in child welfare settings is preferred.
- Knowledge of male learning styles, trauma-informed care, and help-seeking behaviors.
- Strong interpersonal skills and the ability to engage individuals from diverse backgrounds.
- Understanding of the CHINS process and the Indiana DCS system is a plus.
- Reliable transportation, valid driver's license, and willingness to travel.
- Must pass background checks and meet DCS provider requirements.

Preferred Skills & Experience:

- Facilitation of fatherhood or parenting programs
- Experience with justice-involved or noncustodial parents
- Bilingual (English/Spanish) a plus