



a different kind of adoption organization
servicing adopted children of color and their families

Adoption Social Worker (MSW or LCSW)

Part-Time (20-24 hours/week) Flexible Schedule

Are you passionate about promoting an ethical, child-centered, anti-racist approach to domestic infant adoption? Join our team providing compassionate care to adopted BIPOC children and their families .

Pact, an Adoption Alliance is a different kind of adoption organization. We provide lifelong education, support and community for adoptees of color and the people who love them.

We are a pro-choice, non-religiously affiliated open adoption agency that approaches adoption through a reproductive justice and anti-racist lens. We only provide services to people who are considering voluntarily relinquishing their children and are not licensed as a foster / resource family agency. We have a unique focus on same-race placements of Black, Latinx, Asian/Pacific Islander and multiracial children.

Position Summary

We are actively recruiting for an Adoption Social Worker who will function as a part of the licensed adoption agency within Pact, an Adoption Alliance. Pact's mission is to serve adopted children of color through lifelong support, community, education as well as placement services.

Our ideal candidate is passionate about providing child-centered and ethical adoption services to prospective adoptive families who apply to adopt, and to families who have recently received placement of a child. BIPOC individuals and those touched personally by adoption strongly encouraged to apply

The Adoption Social Worker will primarily provide pre- and post-adoption services to prospective adoptive parents.



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Skills, Abilities, and Experience

Required

- Master's degree from an accredited graduate school of social work or completion of all work toward a degree except the thesis, or equivalent
- Clearance of fingerprints, and any other mandatory State/Federal licensing requirements.
- Physician report of medical clearance, Proof of negative TB Test

Preferred

- LCSW
 - Completion of SAFE Home Study training as individual practitioner
 - BIPOC individuals and those touched personally by adoption strongly encouraged to apply
 - Three – five years of experience providing adoption social work services
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Job Duties

- Provide introduction and orientation services to prospective adoptive parents in line with Pact's ethics and view on adoption, racial identity and racism
 - Provide initial in-depth consultations to families considering adopting through Pact and provide honest feedback about their strengths and challenges as an adoptive family for a BIPOC child
 - Gather and review all client paperwork needed for prospective adoptive families
 - Conduct SAFE Home Studies for local prospective adoptive families
 - Review home studies and conduct follow-up interviews for out-of-license-area prospective adoptive families
 - Provide guidance to prospective adoptive families as they complete their family profile to share with expectant parents / parents considering relinquishment of their child
 - Provide practical and emotional guidance and support to prospective adoptive families at all stages of their adoption process – application, home study, waiting, match and placement
 - Ensure that all documents required to maintain a valid and complete home study are submitted in a timely way and track documents and home studies that will be expiring
 - Conduct post-placement visits to ensure safety and promote stability for child
 - Provide educational webinars and support calls for prospective adoptive families
 - Recruit prospective adoptive families interested in same-race placements
 - On occasion respond to our 24/7 emergency line for pregnant people considering adoption
 - Maintain accurate records including in Salesforce
 - Provide services in compliance with CDSS and CCL regulations
 - Responsible for following all guidelines to maintain a professional license if applicable
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Position Requirements

- Hybrid work schedule option. In office required one day a week. The candidate will be required to provide in-person services in the community, occasionally within 200 miles of the main office

Compensation and Benefits

- Hourly rate of pay dependent on licensure and/or experience: \$30.77 / hour - \$37.50/ hour
- Generous Benefit Package including medical, dental, continuing education, retirement, vacation and holiday pay. Benefits are prorated based on number of hours.

To Apply

Interested candidates should send their resume to: Susan Dusza Guerra Leksander, LMFT, Agency and Clinical Director at susan@pactadopt.org. Please put "Adoption Social Worker" in the subject line. Applications will be received on a rolling basis until the position is filled. Pact follows the Federal E.E.O.C. guidelines in the hiring process and celebrates diversity in its staff team.

About Pact, An Adoption Alliance

Pact is a non-profit organization, located in Emeryville, California whose mission is to serve adopted children of color. In every case, the child is our primary client. In order to best serve children's needs, we provide not only adoptive placement but lifelong education, support, and community for adoptees and their families on issues of adoption and race. Our goal is for every child to feel wanted honored and loved, a cherished member of a strong family with proud connections to the rich cultural heritage that is his or her birthright. We advocate for honesty and authenticity in matters of race and adoption. We strongly believe that adopted children's and adults' connections to birth family and birth heritage should be respected and maintained. We also strive to identify and counteract "adoptism," an unfortunately common social prejudice that challenges the legitimacy of the choice to place a child for adoption or to build a family by adoption. As an organization committed to children of color, we feel it is essential to educate ourselves and others about the pervasive power of race and racism as they affect our children, our families, ourselves and our society. We are a multicultural organization from top to bottom. Our staff and board of directors are racially diverse and reflect all positions of the adoption triad.