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| **Title**Licensing Specialist | **Department**Licensing |
| **Reports to**Licensing Supervisor | **FLSA Class**Exempt  |
| **Supervises others**No  | **Location**Phoenix |
| **SHIFT:** Typical schedule: Hours will be determined and scheduled in conjunction with the Licensing Supervisor and will vary to meet the needs of the clients and families. Days of the week may vary; evening and weekend hours as necessary.  |
| **POSITION SUMMARY:** The Licensing Specialist evaluates, studies and writes home studies for licensure or certification of foster and adoptive homes. |
| **ESSENTIAL FUNCTIONS:**1. Attends pre-service training or orientations at Supervisor's request
2. Conducts one on one interviews with prospective resource parents
3. Assists with Foster Parent College training as needed
4. Coordinate and collect all documents necessary for licensure or certification
5. Makes a minimum of two home visits to each assigned family
6. Contacts references given by prospective families
7. Writes a comprehensive home study following format set by DCS/Court on assigned homes
8. Conducts any further investigations necessary to ensure prospective home compliance with regulations
9. Conducts licensing investigations on licensed families as assigned by Supervisor
10. Participates in staffings regarding assigned families
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| **MARGINAL FUNCTIONS:**1. Other duties as assigned, verbally or in written form.
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| **MINIMUM QUALIFICATIONS:**1. Bachelors’ Degree in Social Work, Human Services or related field and two years’ experience with child welfare, human services and/or families.
2. Ability to obtain and maintain a valid unrestricted Level One Fingerprint Clearance Card.
3. As per the R9-20-204 of the Arizona Statue the minimum age requirement is 21.
4. Must meet the requirements to be a safe transporter and driver. Must possess a current Arizona State Driver’s License and have an acceptable driving record for the past three (3) years. Must have personal vehicle liability insurance and vehicle registration as required.
5. Must be able to pass a DCS Clearance with no substantiated reports.
6. When required, the ability to pass a criminal background clearance check, drug screen, and if requested a physical exam.
7. Must be able to work a flexible schedule.
8. Must be able to maintain a high level of confidentiality.

**KNOWLEDGE**1. Strong knowledge of overall company operations and policies and procedures.
2. Strong knowledge of the Arizona Foster Care licensing rules and regulations including investigations.
3. Knowledge of Foster Parent College.

**SKILLS**1. Demonstrated ability to manage multiple projects.
2. Ability to function independently and as a member of a team in a multi-task environment.
3. Must have excellent oral and written communication skills.
4. Must have excellent organization and time management skills.
5. Proficient in the use of computers and associated software.

**PERSONALITY/OTHER**1. Ability to build and maintain positive internal and external relationships.
2. Ability to provide exemplary customer service to all employees and outside constituents.
3. Must be flexible and able to handle multiple priorities, with the ability to adjust to high pressure and rapidly changing business conditions.
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| **WORK CONDITIONS and PHYSICAL REQUIREMENTS:**This section identifies "Physical Requirements" of a particular job. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Individuals who pose a direct threat or significant risk to the health and safety of themselves or others in the workplace, because physical requirements cannot be eliminated or reduced by reasonable accommodation, will not be considered qualified for employment. Notify the Human Resource Department if you require any accommodation(s) to perform any of the essential functions of this position.This position will require exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects. |
| **Physical Requirements** | **Conditions** |
| [x]  Climbing [x]  Balancing [x]  Stooping[x]  Kneeling [x]  Crouching [x]  Reaching[x]  Standing [x]  Walking [x]  Pushing[x]  Pulling [x]  Lifting [x]  Grasping [x]  Seeing [x]  Hearing [x]  Talking[x]  Tactile sense [x]  Repetitive motions[x]  Visual acuity (color, depth perception and field of vision)[x]  Minimum of 1 hour of continuous driving per trip | **Environment:**[x]  Noise [x]  Extreme temperatures [x]  Wet and/or humid[x]  Dust [x]  Limited/office environment **Hazards:**[x]  Physical Activities[x]  Volatile clientele[x]  Potential exposure to contagious diseases due to frequent interaction with clientele |
| **IMPORTANT NOTICE:**This position is not limited to those duties in the job description. Duties and responsibilities can be changed, expanded, reduced, or deleted to meet the business needs of Human Resource Training, Inc. The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position. All employees of this Company are employees at will and, as such, are free to resign at any time without reason. The Company, likewise, retains the right to terminate an employee's employment at any time with or without reason or notice. Nothing contained in this document or any other document provided to the employee is intended to be, nor should it be, construed as a guarantee that employment or any benefit will be continued for any period of time. **ACKNOWLEDGEMENT:**I have read and understand the contents of this Position Description. I also acknowledge that it is my responsibility to notify the Human Resources Department, if I require an accommodation to perform any essential function(s) of this position. I do\* [ ]  or do not [ ]  require an accommodation to perform the essential functions of this position.\* Employee Completes the Request for Accommodation Form. |
| **Prepared by:** Jennifer Kacprowicz, PHR, SHRM-CP**Title:** Director of Human Resources | **Approved by:** Mary Cherry, MS**Title:** Director of Foster Care and Licensing |
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