

Children's Services Worker (Human Trafficking Intervention Caseworker) (4766-12)

Be part of our Team! We are committed to providing equal employment opportunities in all employment practices. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, citizenship status, marital status, age, disability, genetic information, protected veteran status, gender identity or expression, sexual orientation or any other characteristic protected by law. We are a second-chance employer and a recovery friendly workplace.

Are you interested in serving our community and helping to protect our county's most vulnerable children? At Hamilton County Children's Services, this is what we do every day. We are looking for compassionate, tenacious workers who are dedicated to engaging families and ensuring that children are safe.

This is a critical role that directly impacts the outcomes of the children and families whom we serve. This role may be a good fit if you excel in interpersonal communication, problem-solving, and enjoy a fast-paced work environment. This position provides:

- Hybrid work schedule
- Culture promoting growth and learning
- Tuition reimbursement
- Free and close downtown parking for office days

We look forward to learning more about you and your passion for this work! Please see the full job description below.

Highly Competitive Employee [Benefits Package](#) and Generous Paid Time Off

11 Paid Holidays, Immediately Begin Accruing Paid Vacation and Sick Time, and Paid Parental Leave. Ohio Public Employee Retirement System which includes 14% Employer Contribution AND a defined benefit option.

Highly Competitive and Comprehensive Benefits Package: Medical, HRA, Dental, Vision, Employer-Paid Life Insurance, Long-Term Disability, Tuition Reimbursement, Public Service Loan Forgiveness Eligibility, Free On-Site Parking, Wellness Incentives, robust Employee Assistance Program, access to Free Medical and Rx through Marathon Health, plus expansive Behavioral and Mental Health Resources, and More!

DEADLINE TO APPLY: May 11, 2026

WORK LOCATION:

Job & Family Services
222 E. Central Parkway
Cincinnati, OH 45202

WORK HOURS:

(Potential for Hybrid Remote Work Schedule)

STARTING SALARY: \$26.52 an hour

NOTE: Applicants for positions with Hamilton County Job and Family Services are subject to background screening in accordance with the document: "[Offenses that May Disqualify Candidates for Employment](#)." Convictions from this list may disqualify a candidate for employment with HCJFS.

Applicants for Children's Services positions cannot provide foster care for children in the custody of Hamilton County.

REQUIREMENTS (EDUCATION, EXPERIENCE, LICENSURE, CERTIFICATION):

- Bachelor's degree in human services-related field or
- Bachelor's degree in any field and has two (2) years' work experience in a human service-related occupation. * A bachelor's or master's in a human services-related field would be required within 5 years.
- Must possess a valid driver's license issued in the state of residency.
- Must have the use of an insured automobile.
- A criminal records check conducted by the Bureau of Criminal Identification and Investigation and the FBI is required.

AGENCY-PREFERRED QUALIFICATIONS:

- Degree in Social Work
- Licensed Social Worker

JOB DUTIES (SUMMARY):

Human Trafficking Case Identification, Assessment, and Safety Planning

- Completes specialized assessments of child safety related to suspected or confirmed human trafficking (HT), including sex and labor trafficking, in response to Intake Reports within mandated timeframes and in accordance with federal, state, and agency policy. Reviews prior Children's Services history, criminal history, and collateral information relevant to trafficking risk.
- Conducts trauma-responsive, victim-centered interviews with youth, caregivers, and collateral contacts to assess trafficking indicators, safety threats, and vulnerabilities. Ensures child safety at every contact and consults regularly with supervisor on safety decision-making.
- Collaborates with law enforcement, medical providers, Child Advocacy Centers (CACs), and community partners to support identification and response. Facilitates referrals for specialized services and supports appropriate placement decisions for HT-identified youth.
- Ongoing Case Management and Service Coordination for HT Youth
- Develops and implements case plans specific to the needs of HT victims, focusing on safety, stabilization, and recovery. Coordinates with specialized service providers, including behavioral health, housing, advocacy, and survivor-informed services.
- Maintains regular and ongoing contact with youth and caregivers, ensuring safety is continuously assessed. Supports youth engagement using trauma-informed and culturally responsive practices. Coordinates and monitors services to ensure effectiveness and responsiveness to HT-specific needs.
- Tracks the number of families and youth receiving human trafficking-specific case management services.
- Pilot Participation, Screening Reviews, and Data Tracking
- Participates in ongoing pilot implementation activities, including attending regular virtual meetings.
- Collaborates as part of a team consisting of DCY Human Trafficking Project Manager (HT PM), DCY Technical Assistance Specialist (TAS), and other identified staff to conduct screening reviews. Participates in identifying trends and sharing observations and improve identification of potential HT victims.
- In collaboration with the DCY HT PM, utilizes Ohio SACWIS and other reporting tools to track and report:
 - Number of HT cases assigned
 - Number of indicated cases
 - Number of substantiated cases
 - Number of cases transferred to ongoing services or maintained for additional services
- Maintains and documents case-related data as required and participates in tracking activities related to human trafficking cases within the agency.
- Serves as the lead PCSA subject matter expert on human trafficking. Attends and actively participates in Multi-Disciplinary Team (MDT) meetings, including but not limited to local and state MDTs, coalition meetings, Child Advocacy Center (CAC) MDTs, and law enforcement task force meetings.

- Tracks the number and types of MDT and partner meetings attended. Shares expertise and contributes to coordinated community response efforts.
- Documentation, Reporting, and Continuous Quality Improvement
- Completes all required documentation in a timely manner, including SACWIS entries, case notes, assessments, case plans, court reports, and data tracking related to HT cases.
- Provides quarterly narrative responses addressing:
 - Systemic and organizational successes
 - Challenges experienced during implementation
 - Family engagement strategies and resulting outcomes
- Identifies and documents training needs within the agency, including types of training and providers.
- Training, Technical Assistance, and Capacity Building
- Participates in training and shares relevant knowledge with team members as appropriate (i.e. provided by DCY HT PM, DCY TAS, and other partners).
- Supports internal capacity building by sharing knowledge, identifying training gaps, and contributing to staff development related to human trafficking identification and response.
- Consults with the Prosecutor's Office, prepare legal documentation, and participate in court hearings as needed. Provides testimony and supports agency recommendations related to HT cases.
- Demonstrates cultural competency, awareness of implicit bias, and respect for diversity in all interactions. Engages in cross-system collaboration and maintain strong working relationships with internal and external partners.
- Participates in organizational improvement efforts, strategic planning, and special projects as assigned. Performs other related duties as required.
- Attends conferences and training.
- Performs other related duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES: (*Indicates can be developed after employment)

- **Knowledge of:** Human trafficking dynamics, indicators, and victim-centered responses; child welfare policy and practice; ORC/OAC as relevant to Children's Services; trauma-informed care; safety decision-making; multidisciplinary collaboration. ORC/OAC as relevant to Children's Services Practice*, Assessment and Children's Services Policy and Procedure*, Hamilton County Policy and Procedures*, government structure and process*; interviewing, trauma **informed** practices, case management, child welfare practices and procedures; safety decision making
- **Skill In:** Trauma-informed interviewing; critical thinking and assessment; crisis management; communication; collaboration across systems; documentation and data tracking. Family centered, trauma responsive strength-based approach when engaging children and families; interpretation and application of training, instructional and procedural materials; professionally handling crisis and stressful situations; adaptable/flexible, strong written and verbal communication skills; ability to think critically and problem-solve.
- **Ability to:** Professionally and respectfully communicate, work independently or autonomously on most tasks, clinically analyze and draw conclusions from information collection; understand written and verbal instructions; prepare concise and accurate written documents and reports; maintain confidentiality, work cooperatively with other agency staff, supervisors and administrators, external professionals and partners; develop good rapport with families and children

ESSENTIAL JOB FACTORS:

- Must undergo a background check via the Ohio Bureau of Criminal Identification and Investigation (BCI). Must have a car, valid driver's license issued by the state of residency and required auto liability insurance.

PHYSICAL and/or MENTAL REQUIREMENTS:

- Lift and carry children, child car seats, and infant carrier, large case files, and occasionally push a cart containing case files

- Stand entire length of home visit (an hour or longer),
- Conduct home visits despite extreme temperatures and inclement weather
- Significant walking to, from, and during home visits, supervised visitation, court, meetings, and other obligations.
- Frequently enter and exit motor vehicle
- Frequently climbing and descending stairs
- Potentially seeing and hearing traumatic events/situations
- Sitting for extended periods while working on the computer, home visits, court, meetings, etc.

LICENSURE AND CERTIFICATION REQUIREMENTS:

- None

POSITIONS SUPERVISED:

- None

HAZARDOUS and/or WORKING CONDITIONS:

- Potentially hazardous/dangerous situations which could involve upset/violent clients.
- Animals or insects in family homes
- This position requires some tasks that must be completed in the HCJFS offices, in court, or in the field; it is not eligible for full-time telework.

BACKGROUND CHECKS REQUIRED:

Background checks consistent with requirements in OAC 5101:2-5-09 must be completed at employment and every ten years following, including but not limited to the following systems:

- State Automated Child Welfare Information System (SACWIS)
- State Child/Abuse Neglect Central Registry Check for any state in which the applicant resided within the last five years
- Ohio Bureau of Criminal Identification Investigation (BCI)
- FBI
- National Sex Offender Public website (WWW.NSOPW.Gov) Code 5101:2-5-09 must be conducted for each prospective employee