

Job Description: Director of Social Services

This position will be hired initially as Assistant Director and is expected to transition into the Director of Social Services role following a short onboarding period.

AGAPE of North Alabama seeks a Director of Social Services to provide leadership and oversight for its foster care and adoption programs. The Director works in close partnership with the Executive Director and carries primary responsibility for day-to-day leadership of Social Services. The program is in a season of intentional strengthening and stability-building, and the Director will help shape the next phase of growth.

Core Responsibilities

- Oversee daily operations of foster care and adoption services and ensure compliance with licensing standards
- Provide consistent, structured supervision and clear direction to Social Services staff
- Maintain organized documentation and support staff development
- Collaborate with the Executive Director on significant program decisions and organizational planning
- Participate in hiring, onboarding, and, when necessary, termination decisions for Social Services staff
- Support program sustainability through strategic community relationships, referrals, and appropriate grant participation
- Represent AGAPE professionally with referral partners, including OB/GYN offices, clinics, hospitals, pediatric practices, and other community entities, and support staff in maintaining these relationships as part of a coordinated outreach effort
- Participate in and model AGAPE's collaborative, cross-trained team approach by supporting agency-wide initiatives such as community outreach, donor engagement, public events, and other shared responsibilities that strengthen operational stability

Optional Direct Service

The primary focus of this role is leadership and supervision. If mutually agreed upon and appropriate to program needs, the Director may maintain a limited caseload that does not interfere with leadership responsibilities.

Essential Qualifications

- Master of Social Work (MSW) and current Alabama licensure with supervisory eligibility
- Experience in foster care, adoption, or child-placing services
- Demonstrated ability to supervise professional staff with clear communication and follow-through
- Strong written and verbal communication skills
- Reliable organizational habits and decision-tracking
- Comfort using Microsoft 365 and Google Workspace and ability to learn agency systems
- Ability to use technology, including AI, responsibly and to exercise independent professional judgment in all clinical, safety, and supervisory decisions
- Willingness to read, affirm, and support AGAPE's Statements on Mission, Purpose and Faith, including its statements on the Sanctity of Life and the Sanctity of Marriage, Gender, and Sexuality, and to represent these commitments appropriately in the course of employment.

Preferred Qualifications

- Prior supervisory experience
- Experience in a small nonprofit or faith-based setting
- Familiarity with trauma-informed care and child welfare best practices

Workload and Schedule

- Caseloads are intentionally kept lower than many public-sector settings to support thoughtful supervision and relationship-building.
- The agency does not conduct child removals nor make court decisions regarding reunification
- An emergency phone line is shared on a rotating basis; the role does not involve continuous overnight on-call duties.
- The Director currently supervises a small Social Services team consisting of one Social Worker and one Administrative Assistant and may supervise additional Social Work staff in the future as program needs grow.

Compensation and Benefits

- Salary range: \$62,000–\$66,000 annually, based on qualifications and experience
- Supportive work schedule with every-other Friday off
- 13 paid holidays
- 12 days of personal leave
- 12 days of sick leave
- Employer-paid health insurance for the employee and a contribution toward family coverage
- Retirement plan contribution after one year of employment
- Support for appropriate professional development and conferences

Work Environment and Support

AGAPE is committed to supporting the success and growth of its staff.

The Director can expect collaborative leadership, clear communication, and a willingness to provide guidance and support as needed. The organization values adaptability, professional growth, and a shared commitment to learning and improvement.

Application Process

- Visit <https://www.agapecares.org/join-our-social-services-team> to download the agency's employment application and affirmation page for Statements of Mission, Purpose, and Faith, etc. Submit the completed application, a current resume, and the signed affirmation page as directed in the online job posting.
- Applications missing any of the documents will not be considered.
- AGAPE will respond to all complete application packets.

AGAPE of North Alabama, Inc. is committed to providing equal opportunities in employment. In accordance with applicable federal, state, and local laws, AGAPE prohibits unlawful discrimination based on race, color, religion, sex (including pregnancy or childbirth), national origin, age (40 or older), disability (including mental health conditions), family medical history or genetic information, military or veteran status, or any other non-merit-based factor.