Job Title: BSW Social Worker

Location: Colorado Springs

Classification: Exempt

Reports To: Manager of Client Support Services


Organization Overview:
Colorado Legal Services (CLS) is Colorado’s statewide nonprofit legal aid program, with thirteen offices providing civil legal assistance to low-income Coloradans throughout the state. CLS provides free legal assistance in a broad variety of legal areas, including family law, public benefits, eviction defense, consumer protection, services to survivors of serious crime and human trafficking, and many others.

CLS has strengthened lives, assisted families, and supported communities—one person at a time for over 90 years. We are committed to providing high-quality, free legal advice and representation to eligible individuals throughout Colorado. We have a long history of successful impact and advocacy. CLS strives to bring about substantive, transformational change in the lives of those we serve.

Position Summary:
The Client Support Services (CSS) unit at CLS works in conjunction with our attorney and paralegal staff to provide a holistic approach to client’s legal needs. To ensure that CLS clients are served in a meaningful way, beyond the delivery of legal services. The CSS unit will offer referrals, case management, and/or longer-term support to clients to achieve stability allowing them to effectively assert and defend their legal rights. The CSS unit partners with the legal teams on cases and provided education to CLS staff regarding best practices in working with clients, trauma informed care, and staff resilience.

Essential Duties:
• This position will primarily focus on obtaining rental assistance and housing navigation.
• Interview adult clients and assess legal, social, possible medical, psychological and other needs to assist them to better navigate the legal process, using the social determinants of health.
• Provide brief and limited advocacy and support to address clients’ needs to refer to and coordinate counseling, medical and mental health treatment, housing, public benefits, and other social services.
• Meet clients in the community, as needed, to connect them to community resources and/or provide support to clients while in court.
• Coordinate communication with and advocate on behalf of adult clients to law enforcement, government agencies, social service agencies, educational institutions, medical and legal professionals, and others to help clients understand and navigate systems.
• Consult and collaborate with CLS attorneys, paralegals, and others to resolve clients support matters and ensure CLS clients are served in meaningful ways beyond the delivery of legal services.
• Knowledge and understanding of systemic issues and intersectionality’s effects on housing stability.
• Collaborates and coordinates with internal and external programs to facilitate client referrals and to ensure continuity of care. Serves as a liaison with collaborating agencies and other teams within the organization, establishing and maintaining effective working relationships with organizations and groups providing services to our target population.
• Maintain up-to-date client support information in CLS’s case management system to ensure accurate data collection and statistical tracking of support services provided.
• Keep current on area resources available and relevant to CLS clients’ support needs including building and maintaining connections with new resources and community-based partnerships.
• Adhere to Colorado Rules of Professional Conduct, including rules regarding the attorney-client privilege and client confidentiality.
• Design/Lead/Participate in CLS statewide trainings and other educational materials regarding trauma informed care, boundary setting, de-escalation methods, and educating non-social workers about the Client Support Services unit.
• Occasional evening and weekend hour, as needed.
• Other duties as assigned.

Required Qualifications:
• Bachelor’s Degree from School of Social Work accredited by the Council of Social Work Education.
• A sensitivity to the needs of low-income individuals, seniors, individuals with disabilities, minorities, and individuals with limited English proficiency is required.
• Available to work some evening and weekends as required.
• Strong writing and verbal communication skills.
• Thrive working in a fast-paced and ability to meet deadlines.
• The ability to work collaboratively with staff, interns, and volunteers in a team-centered environment.

Preferred Qualifications:
• 1+ years of direct work with vulnerable clients in the community.
• Trained in motivational interviewing skills.
• Familiarity with the legal system.
• Self-motivated and innovative.
• Strong organization and leadership skills.
• Fluency in Spanish.

Compensation and Benefits:
We offer a generous plan that includes 100% employer paid premiums for employee health, dental, vision, life, and long-term disability insurance as well as partial employer paid premiums for spouses/dependents, based on a sliding scale. We also offer Dependent Care and Medical Flexible spending accounts, a 403(b) retirement account, and an Employee Assistance Program (EAP). Additionally, CLS offers a $350.00 monthly stipend (to be used as you choose), generous paid time-off and 12.5 paid holidays per year. CLS values its employees’ commitment to working hard for the population it serves and recognizes the importance of
work/life balance; therefore, we offer flexible work schedules and hybrid work arrangements as appropriate. We promote and foster a diverse, inclusive, equitable, and psychologically safe work environment, striving to be a “Best Place to Work” in Colorado.

How to Apply:
Please email a copy of your resume and cover letter to hiring@colegalserv.org. Please include “BSW Social Worker – Colorado Springs/CSS Unit” in the subject line. For full consideration, please apply by Sunday, August 6th, 2023

Note: Please mention how you heard about the job announcement in your email.

Please no solicitations from recruitment firms.

Our Commitment to Diversity, Equity, Inclusion, and Belonging:
CLS embraces diversity, equity, inclusion, and belonging as an Equal Opportunity Employer. We are committed to building and retaining a workforce that respects and empowers each individual and represents a variety of diverse cultures, perspectives, skills, and experiences. We encourage all qualified candidates to apply for this position.