



Social Worker II – Trajectory Development Manager (Contract)

(Ref: MCW/260309/TDMFCS)

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Our staff are creative, collaborative, and willing to do whatever it takes to get the job done. They embody our core values and believe in our vision and mission. If you enjoy a work environment that is challenging, rewarding and making an impact, we invite you to consider a career with Mother's Choice.

Position Description

Initiated and funded by The Hong Kong Jockey Club Charities Trust, this five-year foster care project ("Track Two") aims to support approximately 1,160 children and youth (C&Y) in Ordinary Foster Care placements, along with 1,000 foster families and hundreds of biological families. The initiative focuses on strengthening families, enhancing developmental trajectories, and engaging communities through interventions to fill critical service gaps and drive systemic improvements.

Building on JC Project Bonfire ("Track One"), Track Two introduces the Trajectory Development Manager ("TDM") - a new professional role in foster care services dedicated to driving child-centred, data-informed, and community-integrated practice in foster care.

Key Responsibilities

1. Drive and deliver core Track Two interventions, including:
 - a. Family Reunion Programme: Prepare C&Y and birth families for reunification through coaching, readiness assessments, and post-reunification support.
 - b. Family Engagement Programme: Support relationship-building and engagement for C&Y.
 - c. Age-Out Support Programme: Guide and support youth through independence planning, life skills coaching, and community connection.
2. Individualized Development Plan ("IDPs") & Progress Monitoring: Facilitate C&Y in co-developing IDPs based on their assessed needs, strengths, and aspirations, while engaging significant others to support a C&Y-centric implementation approach.
3. Mobilizing Community Resources and Expanding Social Capital: Utilize the Social Capital Platform ("SCP") and local Community Opportunity Networks to connect C&Y and families with resources, activities, volunteers, and peer support.
4. Facilitate structured transition planning processes for C&Y moving between different care arrangements or developmental stages within the Project continuum.
5. Knowledge and practical skills in working with biological families, particularly in supporting family reunification.
6. Volunteer & Peer Support Coordination
 - a. Facilitate community connections and mobilize resources to build sustainable support networks and enhance the Project's impact.
 - b. Coordinate and monitor volunteer mentor programmes, including matching and providing mentors with ongoing support to help establish quality mentor-mentee relationships.



7. Coaching & Capacity Building
 - a. Provide professional guidance to foster and biological families, promoting a strengths-based, developmental approach.
 - b. Support the upskilling and engagement of foster parents in collaboration with operator training pathways.
8. Stay updated on the latest research, best practices, and emerging trends in C&Y development, and actively participate in training and capacity-building programmes and the community of practice to consolidate practice wisdom and develop evidence-based intervention models.
9. Actively seek and establish connections with diverse resources, including community organizations, businesses, and stakeholders etc.
10. Proactively engage with potential partners to develop relationships that strengthen our network and enhance services for beneficiaries.
11. Provide professional coaching and guidance to foster families, biological families, and community partners from positive developmental trajectory principles and approaches.
12. Strengthen multi-disciplinary collaboration and coordinate with referring workers, foster care workers, and community resource partners to ensure holistic service delivery.

Requirements

- A Registered Social Worker with a Bachelor's degree or above in Social Work recognized by the Hong Kong Social Workers Registration Board;
- Minimum 2 years of experience working with C&Y would be a great advantage;
- Strong commitment to promoting C&Y's development by listening to their voices and placing them at the centre of services in order to enhance their positive developmental trajectory;
- Understanding of the mission, objectives, and intervention strategy of the project within the context of foster care services is highly regarded;
- Proven ability to bridge different resources and create synergies among varied stakeholders;
- Experience in community outreach or partnership development would be a great advantage;
- Strong interpersonal skills, with a knack for initiating conversations and building rapport;
- Self-motivated with the ability to work independently;
- Strong sense of responsibility and ability to work effectively in a team;
- Capable of working in diverse and challenging environments and various work settings;
- Flexible working hours (weekend duty required for case work/ groups/ programmes);
- Good command of both Chinese and English.
- Must share the commitment of Mother's Choice in upholding the safety and protection of children as paramount

To Apply

Interested candidates please send a full resume, expected salary, and available date to Assistant Director, Human Resources, Mother's Choice Limited, 10 Borrett Road, Mid-Levels, Hong Kong; or email to hr@motherschoice.org

Personal data collected will be used for recruitment purposes only. Applicants who do not hear from us within two months may consider their application unsuccessful. Mother's Choice is committed to diversity and inclusion and is an equal opportunity employer.