

Join our Team

Program Director: PACT



The **PACT (Preventing & Addressing Child Trafficking)** Program Director leads a statewide peer coordination platform across four regions, engaging with over 45 county child welfare child trafficking response programs in California. This role strengthens collaboration, promotes resource sharing, and supports the use of evidence-based and promising practices to build and sustain effective, locally driven responses to prevent and respond to child trafficking.

Under the direction of an Associate Director, The Program Director oversees a diverse and trauma-informed team—including, Regional Coordinators and consultants with lived and professional expertise—who provide training, technical assistance, and capacity-building support. The team works closely with county agencies, the California Department of Social Services (CDSS), and other key partners, and is funded through the **SB 855 CSEC Program Allocation and additional sources** in partnership with CDSS and the County Welfare Directors Association.

Full-time, exempt remote position but must reside in California. Regular travel to Sacramento is required (costs reimbursed). \$110,000 - \$125,000 depending on qualifications.

Key Responsibilities:

- Lead the development, oversight, and execution of the annual PACT work plan aligned with contract deliverables and internal goals
- Manage contracts and budgets, including proposals, invoices, and reports
- Oversee evaluation activities, including surveys, focus groups, and continuous quality improvement (CQI) initiatives



Our Vision: To be the key partner in creating transformational, positive, and lasting change in Human Services.

Our Mission: We partner with leaders in building capacity at every level to address emerging needs and opportunities in Human Services.

Our Values:

Inclusivity & Collaboration
Accountability
Responsiveness & Adaptability
Lived & Professional Expertise
Learning & Growth

To learn more about PACT visit:

pact.cfpic.org

- Supervise and coach the PACT team, including Regional Coordinators and the Consultant Network
- Represent the agency in internal management meetings and ensure program alignment with agency vision and policies
- Plan, facilitate, and participate in statewide convenings, meetings, and collaborative workgroups (virtually and in person)
- Provide technical assistance and coaching to county child welfare agencies and multi-disciplinary teams
- Ensure timely and professional communication with key partners at all levels
- Develop tools, resources, presentations, training materials, and evaluation protocols
- Cultivate and maintain partnerships with local, state, and federal allied agencies to strengthen anti-trafficking responses
- Conduct research and contribute to knowledge-building across projects and programs, facilitating key linkages
- Apply evidence-informed and promising practices to advance a coordinated statewide response to child trafficking
- Travel regularly throughout California as needed
- Perform additional assigned duties relevant to the position classification

Minimum Qualifications:

- Demonstrated expertise in child trafficking response across sectors including child welfare, behavioral health, human services, criminal justice, education, or victim services
- Strong background in project management, budgeting, and strategic planning
- Ability to lead collaboratively, build networks, and sustain cross-sector partnerships
- Excellent written and verbal communication skills

Experience & Education:

- At least **3 years** of progressively responsible **supervisory or managerial experience** in human services;
- **Bachelor's degree** in social work or a closely related field from an accredited college or university;
- **Master's degree** in social work or closely related field preferred;
- Individuals with lived expertise of human trafficking are encouraged to apply.

CFPIC is committed to a diverse workforce and consultant network reflective of the communities we serve. Qualified individuals with lived experience of human trafficking, or related expertise, are encouraged to apply.

To apply for this position, email your cover letter and resume to CFPIC Executive Assistant Kristi Barnhart at Kristi.Barnhart@cfpic.org by **July 3rd, 2025.**