



Cunningham
Children's Home

hope begins here.



Director of Clinical and Residential Services

Opportunity Guide

www.cunninghamhome.org

About Cunningham Children's Home



Located in Urbana, IL, Cunningham Children's Home (Cunningham) is an exemplary child welfare and educational services agency providing caring support and therapeutic intervention to more than 846 youth, adults, and families annually through comprehensive programs including residential treatment, special education, and community-based services.

In 1895 Judge Joseph and Mary Cunningham deeded their country home to the United Women in Faith, with the understanding that it would provide a safe and nurturing environment for children in need. Since then, Cunningham has broadened its mission to serve children with emotional, behavioral, and special education needs. Cunningham's programs and services transform lives by creating options, opening doors, and taking first steps.

Today, Cunningham is a fiscally healthy organization with a \$31M annual operating budget and an endowment of \$38M, with a state-of-the-art facility that sits on a 37-acre wooded campus supported by an overall team of 400 staff members. Cunningham's extensive programming includes:

- **Educational Services** for students who have therapeutic and special education needs, as well as programming for youth to gain essential learning and coping skills to be successful in public schools.
- **Residential Services** for approximately 30 youth who are supported with special therapies, health services, and spiritual life programming. Cunningham also provides young adults with transitional and independent living programs.
- **Community Services** offered through HopeSprings Counseling Service, to youth and families who are experiencing difficult life situations. The services include programs that include runaway and homeless youth, vocational services, and outpatient mental health services.
- **Caminos Nacional** launched in 2021, that provides safe, secure placement options for children who have recently migrated to the United States and are seeking opportunities for reunification with family as well as the chance to pursue their legal immigration case.

Trauma-Informed Care

Trauma-informed care (TIC) is Cunningham's organized structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma and is based on the latest research in brain science and behavioral health.

The Opportunity: Director of Clinical and Residential Services



Cunningham is seeking a Director of Clinical and Residential Services who will provide leadership for therapeutic treatment of clients in Cunningham's Qualified Residential Treatment Program (QRTT) and group homes.

Reporting to President and CEO [Marlin Livingston](#), the Director will oversee a team of eight direct reports and a total of 80 indirect reports including full-time and part-time staff. This position will work closely with the Illinois Department of Children and Family Services, and other government funding agencies, on behalf of Cunningham's residential clients. The successful candidate will be a dynamic, strategic, and

relational leader with high levels of expertise in the clinical, operational, and management responsibilities of residential treatment facilities for youth with behavioral/emotional needs or developmental disabilities.

The Director will be tasked with promoting a positive community and consistent support for clients by collaborating across the organization. The candidate will also be responsible for writing and implementing program plans, providing oversight of licensing and contract requirements, and acting as a liaison for community resources and administrative levels of referring agents.

Performance Objectives

Comprehensive Program Leadership

- Lead and oversee the Qualified Residential Treatment Program (QRTP), and group homes, assuring the clinical fidelity of trauma-informed care is aligned with established best practices.
- Evaluate, write, and implement program plans, and provide oversight of licensing and contract requirements.
- Manage and participate in the on-call rotation, ensuring protocols and requirements are met, with collaboration and communication from other departments. Annually review the multi-level on-call plan.
- Oversee and monitor activities related to program needs from the agency's consulting psychiatrists, consulting psychologists, and other subspecialty providers.
- Ensure the Licensed Practitioner of the Healing Arts functions are completed to standards within the Medicaid-certified programs.
- Assure programs meet fiscal targets in terms of census, personnel, and budget.
- Initiate and maintain good public relations with professionals, neighbors, and other community entities, expanding opportunities for volunteers and service organizations to therapeutically interact with clients.

Clinical Supervision and Consultation

- Provide clinical supervision to team members to ensure that treatment interventions are in place, promote education and training on critical information and skills related to their therapeutic work, and facilitate the team's development as therapists.
- Improve programs and departments related to clinical services, leading the adoption and implementation of an appropriate trauma-informed care model.
- Conduct clinical training for the agency at large in areas of professional expertise.
- Respond to immediate crisis intervention needs within the QRTP, group homes, and other program areas as needed. Maintain systems and processes to ensure critical events are appropriately communicated and reported.

Team Management and Quality Assurance

- Oversee staff and team processes to ensure they are led with a multidisciplinary approach and that good trauma-informed practice principles are followed.
- Implement a broader strategy centered around improving the quality of care for the youth.
- Create workforce stability by recruiting and retaining mission-driven staff, promoting a positive workplace culture, and giving team members appropriate agency to lead in their areas of expertise.
- Provide oversight and give direction to ensure all relevant compliance requirements, service provision, and administrative rules are met for quality and quantity applicable to various state agencies.
- Model the agency's core values of spirituality, teamwork, integrity, and respect in all activities and interactions with clients, coworkers, and the general public.



The Qualified Candidate



Cunningham Children's Home is seeking an agile and collaborative leader who has proven success leading residential programs in complex, non-profit service environments, preferably working with youth, adolescents, and families. The ideal candidate leads with a high level of responsiveness, flexibility, and decisiveness, adapting easily to changing circumstances and collaborating closely with others.

The successful candidate will thrive in a fast-paced environment and demonstrate a capacity to stay composed under pressure while effectively steering their team toward goals. The individual must have high emotional intelligence and experience in leading teams with a focus on empowerment and growth. Sophisticated clinical acumen is essential for this position, as well as proficiency in navigating Illinois state agencies.

Working at Cunningham Children's Home, a 24/7/365 residential facility, demands dedication and resilience from the Director. However, this challenging role is bolstered by a well-structured leadership team and robust community support networks, making it an incredibly rewarding opportunity for those who thrive in dynamic and impactful environments.

Don't check off every box in the requirements listed above? Please consider applying anyway! Studies have shown that underrepresented communities — such as women, people of color, LGBTQ, and immigrants — are less likely to apply for jobs unless they meet every single qualification. Cunningham Children's Home is dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging — so if you are excited about this role but your experience doesn't align perfectly with every qualification in the job description, we encourage you to consider still applying.

Specific Requirements Include:

- A minimum of 8 years of progressive experience in human services, with direct clinical work with children and adolescents.
- Ability to direct and manage within a complex organizational system and handle conflict and problem situations constructively and productively.
- Proven ability to build strong external relationships with public leadership, partner organizations, and other stakeholders.
- Success in building strong and productive work teams with a focus on mentoring and nurturing staff development.
- Knowledge of clinical work with children and adolescents with severe emotional challenges as well as DCFS and Medicaid standards related to child welfare and mental health services required.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships culminating in overall success.
- Master's degree or higher in Human Services required.

Licenses Required:

- A current license as either a Licensed Clinical Professional Counselor, Licensed Clinical Social Worker, or a Licensed Clinical Psychologist.
- Must meet the standards for a Licensed Practitioner of the Healing Arts (LPHA) per Medicaid Community Mental Health standards.
- A Clinical License is required and needs to be maintained and remain current.
- Valid state of Illinois driver's license.

How To Apply

Compensation for this position has recently been benchmarked by Cunningham Children's Home and KEES and is in the fair market range of \$110,000 - \$125,000. This position offers a competitive salary along with a strong benefits package including medical, vision, dental insurance, 11 paid holidays, up to 30 days of paid leave, 401K plan with up to a 6% match, and a wellness program.

To provide equal employment and advancement opportunities to all individuals, employment decisions at Cunningham Children's Home will be based on merit, qualifications, and abilities. Cunningham does not discriminate in recruitment, employment opportunities or practices based on race, color, religion, age (40 and over), sex, national origin, ancestry, citizenship status (concerning employment), physical or mental disability, military status, sexual orientation, unfavorable discharge from military service, or any other State or Federal protected status.

Cunningham will provide reasonable accommodation for qualified individuals with known disabilities unless doing so would result in undue hardship to Cunningham. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Any employee in need of reasonable accommodation or with questions about any type of discrimination in the workplace is to bring these issues to the attention of the Director of Human Resources. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

APPLY HERE

About KEES

KEES (formerly Alford Executive Search) is a nonprofit executive search firm that builds diverse teams with dynamic leaders in the nonprofit and public sectors. A woman-owned and operated firm, KEES offers a full array of nonprofit consulting services including executive search, leadership development, interim staffing, and HR support. For more information, please visit [KEES](http://www.kees2success.com).

To ensure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

All candidate-submitted materials and credentials will be reviewed for consistency and accuracy. Candidates can expect that KEES will verify employment/academic/ background information both in the screening process and for the finalist(s) in a formal background check. KEES utilizes a 4-step screening process, the first of which is the formal Candidate Application. Applications are reviewed by the KEES team and advanced through various stages of inquiry and confirmation. All applicants will be notified of the outcome of the search. Based on the timing of your specific application, you are welcome to reach out for information on the timeline.

This search is being managed by Laura Weinman, Vice President, and Randi Blasutti, Project Manager of KEES. Questions may be addressed to rblasutti@kees2success.com.



More About Champaign-Urbana, IL



Home to the Big 10 University, University of Illinois Urbana-Champaign, in east central Illinois is a metropolitan area that offers a small-town feel with the cultural attractions of a big city. A community of over 220,000, the city continues to grow into a cosmopolitan international, educated, and ethnically diverse area, with a modern urban feel to its core.

The University of Illinois, which welcomes over 11,000 international students, serves as the focal point in the community. Even though it is much more than a college town, much of the arts and entertainment take place within the university.

Travel is easy with Amtrak, and Willard Regional Airport, both of which offer daily travel to the city of Chicago. Its convenient location sits halfway between Chicago, Indianapolis, and St. Louis for an easy drive. With the cost of living being 29% lower than in the city of Chicago, coupled with access to highly ranked public and private schools, Urbana is a great place to lay down roots and raise a family.

The culturally diverse residents are proud of the unique blend of culture and big-city amenities. Alongside the burgeoning arts scene, Champaign Urbana has over 600 acres of parks and natural areas with over 100,000 trees. The community has captured the hearts of its residents, as well as visitors around the world, and has solidified the Midwestern community as brilliant.