



Job Title: Lead Case Manager

FLSA Status: Full-Time, Exempt (28-32 hours per week- negotiable)

Reports to: Program Director

Approved: March 9th, 2026

Wage Range: \$32-35/hour

POSITION SUMMARY: Lead the Case Management Team (2) in supporting pregnant and parenting teens and their children by understanding their needs, maintaining contact/relationships, and connecting them with resources to support their physical needs, emotional well-being, and success as individuals. This position will work closely with the Program Director. In addition, this position collaborates with partner organizations, including local educational resources, health care providers, human service agencies, and the organization's mentors.

MISSION: Generations Ahead empowers young parents to build positive relationships, strengthen family resiliency, and raise healthy children.

KEY RESPONSIBILITIES:

- Lead the case management team by coaching and mentoring staff to strengthen case management skills and providing annual evaluations
- Work directly with pregnant and parenting teens and young adults, and their children to match them to appropriate services and monitor needs, use, and progress.
- Provide crisis intervention, parenting education, coaching, and support services.
- Provide evaluation of case managers,
- Coach and mentor staff to strengthen case management skills
- Assess the emotional, physical, and educational status of clients. Assist clients in establishing personal, educational, and employment goals.
- Participate in managing new referrals, including connecting with new clients to provide information about Generations Ahead services and registering the client.
- Ensure intakes are completed promptly, including the use of assessments.
- Refer and assist clients accessing needed resources as required, including educational, health, mental health, and social service resources.
- Work with volunteer mentors assigned to individual clients.
- Coordinate and assist the Program Director with family enrichment activities.
- Keep abreast of new and emerging resources within the community.
- Visit clients in the home as appropriate.
- Daily travel – meets with regional partners and clients at various locations as needed. Transport clients as necessary.



- Occasional public speaking engagements and community outreach/education on issues related to teen parents in general and Generations Ahead in particular.
- Assist with mentor training and quarterly mentor meetings, as needed.
- Other duties as assigned by the Program Director.

KEY REQUIREMENTS:

- A Bachelor's or Master's degree in Social Work, Counseling, or Human Service field from an accredited institution.
- A minimum of two years' experience in social work, including:
 - Training and practice in trauma-informed care and commitment to theories of positive youth development.
 - Experience working with teen parents, adolescents, pregnancy, infants and/or early childhood. Credentials in infant mental health is a plus.
 - A minimum of two years' supervising and leading a team
- At least two years experience supervising Case Managers.
- Must possess or be able to obtain a valid driver's license and be able to provide their own transportation.
- Ability to work a flexible schedule, including occasional evening and weekend hours.
- Due to the nature of this role and the population served, being female is considered a Bona Fide Occupational Qualification (BFOQ) in accordance with applicable law.

COMPETENCIES

- Knowledge of regional support for those living in poverty, etc.
- Interacts positively with clients from a wide range of cultural and socio-economic backgrounds.
- Proficiency with software applications including Google Drive and Case Management Software
- Strong written and oral communication skills.
- Demonstrated ability to collaborate with staff.
- Strong work ethic with a high degree of energy.
- Takes initiative and works independently.
- Ability to organize priorities, with attention to detail and deadlines.
- Demonstrates compassion and respect for others, and a commitment to social equity for those we serve.
- Maintains confidentiality and professional boundaries.
- Has a good sense of humor and finds joy in the work.



WORK ENVIRONMENT

- Work is performed in the office, on client home visits, and remotely (from home).
- Physical requirements include sitting and/or standing at a desk for extended periods of the workday.
- Must be able to regularly lift 20 pounds, and up to 40 pounds occasionally.
- Must be able to work in an office environment with low to moderate noise levels.
- Must be able to write, speak, type and communicate in English.

COMPENSATION, BENEFITS, AND APPLICATION PROCESS:

This is a full-time (28-32 hours/week) position- hours per week are negotiable. Hours are also flexible depending on office staffing requirements, current work demands, and personal needs. Benefit eligibility includes PTO and holiday pay. A Simple IRA is part of the compensation package, and a wellness benefit is provided. Starting Wage Range: \$32-35/hour

Generations Ahead is committed to creating a joyful and diverse workplace and seeks a wide range of perspectives and backgrounds. People of color, persons with disabilities, veterans and LGBTQ candidates are encouraged to apply. Generations Ahead is an equal opportunity employer and does not discriminate in its employment decisions.

To apply, please send your cover letter and resume to: sarahp@generationsahead.org by March 30th, 2026.