Miriam's Promise

PREGNANCY, PARENTING, & ADOPTION SERVICES

Job Title: Pregnancy & Adoption Counselor
Location: Nashville, TN
Employment Type: Full Time (approx. 40 hours/week)
Salaried/Exempt
Hybrid (combination of community-based visits, tasks at agency office and remote work)

About Miriam's Promise
At Miriam's Promise, our mission is to love all by:

- Helping pregnant women in crisis explore healthy options.
- Providing the option of adoption with a loving family prepared to parent for a lifetime.
- Supporting children, pregnant women, and families regardless of color, race, religion, gender, sexual orientation, gender expression/identity, or different abilities.
- Providing adoption support and pregnancy counseling to all through a lens of diversity, equity, and inclusion.

We are looking for a compassionate and dedicated **Pregnancy & Adoption Counselor** to join our team and provide expert guidance and support to individuals located in Middle TN, who are navigating pregnancy and adoption decisions. This role requires deep empathy, cultural competency, and a commitment to empowering those we serve with respect and dignity. At Miriam's Promise we are committed to providing trauma informed, gender affirming care and support to pregnant women and adoptive families.

Key Responsibilities

- Provide compassionate, client-centered counseling and support to individuals experiencing unplanned pregnancies, helping them explore all options with unbiased guidance.
- Facilitate the adoption process by working with birth parents and adoptive families, ensuring ethical, informed, and respectful decision-making.
- Conduct home studies and assessments for prospective adoptive families, ensuring they meet the necessary requirements and are well-prepared for adoption.

- Maintain thorough case documentation and adhere to all ethical and legal standards in adoption and counseling services.
- Build relationships with community partners, healthcare providers, and support networks to increase awareness of our services.
- Provide ongoing post-adoption support, counseling, and resources to birth parents, adoptive families, and adoptees.
- Advocate for clients by addressing barriers to services and ensuring their voices are heard throughout the process.
- Maintain a trauma-informed approach, prioritizing the emotional well-being of clients throughout their journey.
- Participate in regularly scheduled staff supervision meetings involving case consultation, individualized training, and advanced skill development opportunities.
- Ensure compliance with state licensing requirements and agency policies, maintaining organized and accurate client files.
- Maintain program/client/agency confidentiality and treat each individual with dignity and respect.
- Respond promptly to inquiries from prospective adoptive parents and ensure same-day responses to expectant parents seeking adoption information.
- Conduct post-placement visits, prepare final court reports, and ensure compliance with all state laws, the Interstate Compact on the Placement of Children, and the Indian Child Welfare Act.
- Collaborate with the Executive Director to maintain agency compliance with regulatory requirements and support community partnership efforts.

Job Qualifications & Requirements

- Master's degree in social work or a related behavioral field from an accredited college or university, with a minimum of two years of experience in foster care or adoption services (college transcript and verification of prior experience required).
- Proper licensing in accordance with state laws, with demonstrated experience in adoption services, supervision, and administration.
- In-depth knowledge and experience in child welfare and adoption service delivery.
- Valid driver's license, good driving record, current automobile insurance, and access to a vehicle for job-related travel.
- Ability to pass TBI fingerprinting, criminal background, and sex offender verification checks.

- Strong alignment with the agency's mission and core values.
- Awareness and sensitivity to diverse cultural and socioeconomic backgrounds, with the ability to provide professional, non-judgmental services.
- Ability to exercise discretion and dependability, require very little supervision once trained and function well in stressful situations.
- Proficiency in Office 365, Zoom, and strong professional writing skills.
- Physical requirements include prolonged sitting, navigating stairs, occasional uneven terrain, and the ability to lift up to 30 lbs.
- Some on-call, night or weekend work will be required to meet urgent needs of birth parents.

Why Join Us?

- Meaningful work that directly impacts the lives of children, women, and adoptive families.
- A supportive, mission-driven team committed to equity and compassion.
- Flexible work schedule
- Paid holidays/vacation days; employer match 403b plan
- Mileage reimbursed at current IRS rate
- Salary Range - $58,000 – $70,000

If you are passionate about making a difference in the lives of children and families through ethical adoption, pregnancy support and compassionate counseling, we would love to hear from you!

How to Apply:
Submit your resume and a cover letter detailing your experience and why you connect with our mission to info@miriamspromise.org