

Marc Simmans

Certified Six Sigma Green Belt * Certified Training Facilitator

EXPERIENCE

Florida Department of Children & Families, Recruitment & Hiring Manager, Human Resource Liaison, Southeast Region 10/2015- Present

- Supervise the recruitment, hiring, training and retention for all critical program and supervisory staff.
- Manage vacancy data and recruitment efforts for Southeast Region, reporting to Regional Director.
- Document and analyze recruitment and hiring trends within the Region and State.
- Manage state tuition waver program, internships, and performance based feedback with staff.
- Develop and implement HR and child welfare training programs
- Develop an interactive pre-service and in-service training calendars.
- Implement and manage leadership education and infrastructure of professional development including a mentoring program.
- Maintain and report on data of vacancies and retention strategies in the Southeast Region.

Florida Department of Children & Families, Field Support Consultant, Palm Beach, FL 2013- 2015

- Directed and conducted preservice and in-service training programs for child welfare and supervisory staff.
- Instructed and mentored child welfare professionals upon completion of training to ensure investigations are conducted appropriately.
- Documented observed child welfare casework activities, assessment of services and referrals to appropriate community services providers.
- Reviewed casework, assessments and safety plans with staff. Provided consultation and direction to ensure quality.
- Managed the mentoring and shadowing program for new staff.
- Analyzed and evaluate individual performance, determine effectiveness and competency. Provided feedback and recommendations to management.

Florida Department of Children & Families, Child Protective Investigator, Palm Beach, FL 10/2010- 2013

- Conducted investigations regarding allegations of abuse, neglect, abandonment of children.
- Worked with Law Enforcement and FBI on Human Trafficking and Sexual Exploitation cases relating to children.
- Collected relevant information through interviews associated with the case.
- Engaged families, identifies needs and determines the level of intervention needed to include voluntary services, court dependency services.
- Provided recommendations for development and arrangement of emergency placement for unsafe children.
- Established and maintained cooperative working relationships with organizations and other agencies involved with child welfare investigations.

Watershed Addiction Treatment Center, Adjunct Therapist, Boynton Beach, FL 2006-2010

- Conduct group therapy sessions on topics such as relapse prevention, family reintegration, relapse cycles, spirituality, financial recovery, assertiveness, and anger management.
- Perform patient and family interventions.
- Provide case management and discharge/aftercare planning for patients through local community providers.
- Create comprehensive biopsychosocial's and individual treatment plans.

Senior Care, Regional Director of Business Development, Huntington, NY 2003-2006

- Worked with Executive Directors to Developed marketing plans and strategies for five long term care facilities.
- Coordinated marketing and outreach to the community and community partners.
- Responsible for the development of business and community relationships for all facilities.

Sunrise Assisted Living, Director of Community Relations, West Babylon, NY 2001-2003

- Worked with Executive Director to help open and operate facility.
- Achieved and exceeded monthly and annual occupancy goals.
- Managed and implemented all sales and marketing of up-scale senior living home including Alzheimer/ memory units.
- Created marketing plans and strategies.

EDUCATION

University of Bridgeport, Bridgeport, CT Bachelor of Arts 1986-1991