

SCOTLAND COUNTY DEPARTMENT OF SOCIAL SERVICES

P.O. Box 1647 • Government Complex • 1405 West Boulevard
Laurinburg, North Carolina 28353-1647

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Director

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RECRUITMENT ANNOUNCEMENT

Classification: Social Worker Investigative, Assessment, Treatment
Salary Range: Grade 70 Hiring Range: (\$39,324 – \$40,332) Salary Range: (\$39,324 - \$56,988)
Starting Date: Immediate Upon Hire
Recruiting Period: A complete NC State Application Form (PD107) **and official transcript of all degrees held** must be submitted to Scotland County DSS, Attn: Personnel, P.O. Box 1647 Laurinburg, NC 28352. **This Recruitment is Open Until Filled.** Applications can be obtained on the following websites: <http://www.scotlandcounty.org/human-resources.aspx>, or in hard copy from Scotland County Department of Social Services.

RESPONSIBILITIES: This is advanced, professional level casework providing protective, investigative, counseling and case management services for children who are at risk for neglect, abuse, or dependency. Social work services provided will include immediate response to crisis situations for at-risk children; investigation of alleged neglect and abuse; substantiation as prescribed by federal and state guidelines; and assessment of individuals and family dynamics of any age and any developmental, mental, medical, substance abuse, or financial problems. Crisis intervention may require referrals for treatment and placement in foster care or residential facilities. This worker will provide expert testimony in court hearings, and follow-up with case management and preventive services for clients. The scope of interpersonal contacts will include clients and their families, foster families, a variety of medical and psychological professionals, law enforcement, legal services and social and community agencies. Access to an automobile for in and out of county travel is required, as the worker is required to visit homes of service recipients and visits to other service providers. Unit staff rotates on-call coverage and carries a beeper, making a Children's Services worker available 24 hours per day. The person in this position must be able to respond to the beeper and when necessary appear on site within 30 minutes. There are also other times when this person may be required to work after the normal working hours. Participation in unit staffing and working effectively with all unit members is a crucial element of the position. Preparation of case summaries and maintenance of accurate and up-to-date case records and documentation are also a responsibility of this position. Computer experience is important in this position

MINIMUM EDUCATION AND EXPERIENCE: Master's degree from accredited school of social work and one year of social work or counseling experience; or a bachelor's degree from an accredited school of social work and two years of social work or counseling experience; or Master's degree in a counseling field and two years of social work or counseling experience; or four year degree in a human services field or related curriculum and three years of social work or counseling experience; or graduation from a four year college or university and four years of experience in rehabilitation counseling, pastoral counseling, or a related human services field providing experience in the techniques of case-work, group work, or community organization; or an equivalent combination of training and experience. One year of work experience can be credited for completion of the social work collaborative.

KNOWLEDGE, SKILLS AND ABILITIES: Thorough knowledge of social work principles, techniques and practices and their applications to complex caseworker, treatment and investigation of abuse or neglect of children; Thorough knowledge of policies and procedures as evidenced by the ability to cite the authority of federal and state law; Considerable knowledge of governmental and private organizations and resources in the community; Ability to interact and motivate a resistant involuntary client population and the public who may not agree with the laws, rules or policies of the process or the programs; ability to employ advanced case management interview techniques to establish a supportive relationship and involve families in the initial assessment for the need of services; ability to quickly assess the risks and safety of the client environment during daylight hours, after dark and in high crime areas; ability to employ expert negotiation skills in the most complex cases; ability to analyze and assess child development safety issues in relation to risk factors; ability to communicate effectively and establish supportive client relationships; ability to perform manual work exerting up to 50 pounds of force occasionally and/or up to 10 pounds of force constantly to move objects. (Bilingual preferred)

All applications will be considered but not necessarily interviewed. In lieu of no qualified applicants, trainees will be considered. References will be required. Drug testing and criminal background check will be completed on applicant hired.

Affirmative Action Equal Opportunity Employer

July 22, 2016