



**BEAUFORT COUNTY DEPARTMENT OF SOCIAL SERVICES  
invites applications for the position of:**

**Social Worker IV - I/A & T**

Position Number 113-40-216

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**SALARY:**

\$46,680.00/Year

**OPENING DATE:** 12/19/19

**CLOSING DATE:** 01/02/20 05:00 PM

**DESCRIPTION OF DUTIES:**



**Please note: All education, including high school, and all employment history must be included in the body of the application for the application to be considered complete.**

The primary role of the worker is to provide services to children and families involved in the child welfare system. This worker will conduct investigative services to families with children. The worker will assure child protection by investigating reports of abuse and neglect promptly and act to provide for the child's safety. This position will also be responsible for providing in home services to families when they have been found to be in need of further services. This position will also be responsible for foster care services for children. This could include but is not limited to: counseling foster children and their families concerning complex family and personal problems; supervising activities and counseling with neglected, abused, or emotionally disturbed children and their relatives; analyzing family dynamics and child rearing problems; exploring feasible goals of possible return of a child to the home; and if return to the home cannot be accomplished, seeking alternative permanent plans which may require petitioning the court to terminate parental rights. This position will be responsible for intake reports and providing preventive services to families if needed. This position will be responsible for other duties as needed, to include investigation of allegations of elder abuse or neglect.

**KNOWLEDGE, SKILLS AND ABILITIES:**



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Thorough knowledge of social work principles, techniques and practices and their applications to complex casework, 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; thorough knowledge of individual and group behavior, family dynamics, and medical, behavioral and/or psychosocial problems and their treatment theory. 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 prepare documentation such as written investigative reports for the court, case records and treatment plans; ability to testify as an expert witness; 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 analyze tense family situations and make decisions about removing children when the decision has to be made with limited direct information and limited access to

consultation; 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.

#### **MINIMUM TRAINING AND EXPERIENCE:**



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Master's degree from an accredited school of social work and successful completion of the North Carolina Child Welfare Collaborative, or Master's degree from an 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 a master's degree in a counseling field and two years of social work experience; or four year degree in a human service field or related curriculum including at least 15 semester hours in courses related to social work or counseling 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 service field providing experience in the techniques of casework, group work, or community organization; or an equivalent combination of training and experience.

*\*Directly related experience is defined as human services experience in the areas of case management, assessment and referral, supportive counseling, intervention, psycho-social therapy and treatment planning. Other combinations of education and experience will be considered for "work-against" status.*

**BSW or MSW degrees are preferred. College transcript is required. All degrees must be from an accredited institution.**

#### **SUPPLEMENTAL INFORMATION:**



**Please note: All education, including high school, and all employment history must be included in the body of the application for the application to be considered complete.**

The Beaufort County Department of Social Services (BCDSS) selects applicants for employment based on required education and experience and job-related knowledge, skills, and abilities without regard to race, religion, color, national origin, sex, age, disability, genetic information, political affiliation or political influence.

**Please be sure to complete the application in full.** Resumes may be uploaded with your application, but will not be accepted in lieu of a fully completed application and will not be considered for qualifying credit. "See Resume" or "See Attachment" will *NOT* be accepted and will render your application incomplete.

Information should be provided in the appropriate areas, to include the following: Education, including high school and all degrees obtained, Work Experience, and Certificates & Licenses. It is critical to our screening and salary determination process that applications contain comprehensive candidate information.

Answers to Supplemental Questions are not a substitute for providing all relevant information within the body of your application. In order to receive credit for the supplemental questions, you must provide supporting information within the "Work Experience" section of the application, to support your answers

Degrees must be received from appropriately accredited institutions. Transcripts, and degree evaluations may be uploaded with your application.

To obtain veterans preference, you **must** scan and upload a copy of your DD-214 or discharge orders.

Technical issues submitting your application, please call the **NeoGov Help Line at 855-524-5627**.

Applicants requesting and receiving an accommodation under the Americans with Disabilities Act (ADA) are eligible to submit paper applications via mail or by fax. Please call the BCDSS office for assistance.

If multiple applications are submitted to an individual posting, only the most recent application received prior

to the closing date will be accepted. Applications must be submitted by 5:00 PM on the closing date.

Due to the volume of applications received, we are unable to provide information regarding the status of your application over the phone. To check the status of your application, please log in to your account and click on "Application Status". Upon the closing date, applications are "Under Review" and will be screened by Human Resources for the qualified applicants. The hiring process may take an average of 6 – 8 weeks.

It is the policy of Beaufort County that all employees provide proof of employment eligibility (immigration and naturalization) on the first day of employment. We participate in E-Verify (Employment Eligibility Verification System).

**Online Application:** <https://www.governmentjobs.com/careers/beaufordss>

You can find assistance with creating your account and steps for completing the application process at this site: [www.governmentjobs.com/Home/ApplicationGuide](http://www.governmentjobs.com/Home/ApplicationGuide)

Pre-employment Drug Screening and Criminal Background check will be required as a condition of employment. Valid North Carolina Driver's License Required.

All employees are called upon to serve shelter duty in times of emergency and/or natural disaster.

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://co.beaufort.nc.us/departments/human-services/social-services>

Job #113-40-216  
SOCIAL WORKER IV - I/A & T  
BW

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