Burke County Human Resources

200 Avery Ave

 Morganton, NC 28655

Job Announcements

(828) 764-9080

www.co.burke.nc.us

Fax (828) 764-9081

Positions: **Social Workers:**  **I/II/III/IA&T Date:** X/XX/XX

Department: Social Services

Starting Salary Range: Varies, depending on qualifications (see below) $30,530.50-$45,121

**Description of Work:**

Social Worker I, Social Worker II, Social Worker III, Social Worker IA&T positions include, but are not limited to: APS Adult Protective Services, CPS Child Protective Services, Foster Care, CAP Community Alternative Program for Disabled Adults.

* Intense counseling and case management services related to individuals and/or families in crisis (abuse/neglect)
* Conducting thorough risk assessments of individual clients both directly and via contact with knowledgeable individuals
* Developing plans of care to meet goals of Burke County Department of Social Services and client(s)
* Providing information and referrals
* Supporting Counseling
* Crisis Intervention
* Consulting and partnering with multiple service providers, community agencies, and various health professionals
* Completing State-required assessments and documentation
* Preparing and presenting testimony in court
* Arranging for medical, psychological, substance abuse/dependency assessments and treatment services

**Minimum Experience, Education/Training Requirements:**

Regardless of the posted job title and/or job title of the most recent incumbent, candidates may apply and be considered if they meet the qualifications of one or more of the following 5 Social Worker categories:

**Social Worker Trainee**/Social Worker I Work Against

* Bachelor’s Degree from an accredited college (preferably in a Social Work related field)
* Strong interest and desire related to a Social Work career
* College transcripts required

**Social Worker I**

* Bachelor’s degree from an accredited college (preferably in a Social Work related field)
* 1+ years related experience
* College transcripts required

**Social Worker II**

* Bachelor’s degree from an accredited college (preferably in a Social Work related field)
* 2+ years related experience
* College transcripts required

**Social Worker III**

* Master’s degree from an accredited college (preferably in a Social Work related field) and one (1+) year of directly related experience, or a Bachelor’s degree in a human services field from an accredited college or university and two (2+) years directly related experience
* College transcripts required

**Social Worker IA&T**

* Master’s degree from an accredited school of social work (preferably in a Social Work-related field) and 1+ years of social work or counseling experience, or
* Bachelor’s degree from anaccredited school of Social Work and 2+ years of social work or counseling experience; or
* Master's degree in a counseling field and 2+ years of social work or counseling experience, or
* Four-year degree in a Human Services field or related curriculum, and 3+ years of social work or counseling experience, or
* Four-year college or university degree, and 4+ 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.

**Recruitment Standards and Special Conditions:**

* Strong, demonstrated oral and written communication skills
* Ability to express ideas and information clearly and concisely
* Knowledge and understanding of advanced social work investigative and assessment techniques
* Ability to work effectively as a member of a multidisciplinary team
* Ability to establish and maintain exceptional working relationships with members of the caseload and their families, as well as with civic, legal, medical, social and religious organizations
* Ability to interact and engage individuals who may not agree with the laws/rules/policies of the process/programs
* Willingness and ability to work in both daylight and after dark in high crime areas
* Ability to plan and execute work effectively and by deadlines
* Highly organized and able to keep detailed and accurate documentation up-to-date
* Able to deal with observing and dealing with cases of abuse and neglect and remain focused on the steps to rectify difficult situations
* Must provide copies of college transcripts prior to interviews

**Burke County Benefits for benefited positions (sampling):**

* **Free, local health clinic for employees and their BC insurance covered dependents**
* Employer paid healthcare premiums (Blue Cross Blue Shield PPO and/or HSA) for employee coverage
* Dental Insurance
* Free, annual sessions with Employee Assistance Program
* 401(k), 457(b) with first 1 or 2% employee contribution matched by County
* 12 Paid Holidays
* 96 hours Vacation Accrual (2 weeks and 2 days) annually
* 96 hours Sick Leave Accrual (2 weeks and 2 days) annually
* Flexible Dependent Care (Child Care) Spending Account
* Flexible Healthcare Spending Account
* Term Life Insurance
* Whole Life Insurance
* Critical Incident Insurance
* Short Term Disability Insurance
* Retirement Plan/Pension Plan with 5-year vesting

**Application Process:**

Burke County applications can be obtained at the Human Resources office, located at 200 Avery Ave., Morganton, NC 28655, during regular business hours at the address listed above or online at the following webpage: [www.burkenc.org](http://www.burkenc.org) (Job Openings). The application document should provide a complete work history, including a detailed and thorough list of job duties. College transcripts may be emailed to: [hr@burkenc.org](mailto:hr@burkenc.org), and are required prior to interviews. Legible unofficial and/or copied transcripts will be accepted. No additional information will be solicited; therefore, persons who submit incomplete applications may not receive full credit for their education, training and experience.

*Burke County is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, or disability in employment or the provision of services.*