



# POSITION VACANCY

**Social Worker I/AT**  
**Investigative/Assessment & Treatment**  
**Position# 536025**

**OPENING DATE:** 08/11/2021

**PAY GRADE:** 70

**CLOSING DATE:** 08/19/2021

**SALARY:** \$46,477 - \$65,670 + Benefits

**JOB DESCRIPTION:** This is advanced, professional level casework position providing protective, investigative, counseling and case management services for children who are at risk for neglect and/or abuse. Work involves investigation of alleged neglect and abuse, substantiation of the alleged neglect or abuse as prescribed by federal and state guidelines, providing expert testimony in court hearings, and following-up with case management and preventive services for clients. Employees analyze situations and determine appropriate courses of action immediately or in short time spans and often under very stressful conditions. Work includes clinical and social investigation, assessment of individuals and family dynamics, crisis intervention, referrals for treatment and placement in foster care or residential facilities. Employees may provide group, family or individual treatment to clients of any age and any developmental, mental, medical, substance abuse, financial or family problem. Employees work in offices, but work involves visiting homes, schools, health and mental health facilities, and other service agencies.

**KNOWLEDGE, SKILLS, ABILITIES:** Thorough knowledge of social work principles, techniques and practices and their applications to complex casework, treatment, and investigation/assessment 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 in court; ability to employ advanced interview techniques to establish a supportive relationship and involve families in the 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 and 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 QUALIFICATION:** Master's degree from an accredited school of social work and one year of social work 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 a four year degree in a human service 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 service field providing experience in the techniques of casework, 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.

**PREFERRED EXPERIENCE:** Completion of Child Welfare Collaborative, Child Protective Services Experience

**APPLICATION PROCESS:** **Submit state application (PD-107) and a copy of college transcript required** for employment no later than **Thursday, August 19, 2021 5:00 p.m.** to: Division of Workforce Solutions - Hoke County  
304 Birch Street, Raeford, NC 28376  
Or your local county Division of Workforce Solutions.

- All applications must be received by Hoke County Division of Workforce Solutions on or before the closing date by 5pm.
- All work experience must be included in the work history section of the application with duties and responsibilities listed.
- Resumes are not accepted in lieu of the state application. All job information listed on resume should also be listed on the work history section of the application for work experience consideration.

**SELECTION PROCESS:** Structured interview for candidates meeting criteria identified as essential for vacancy, evaluation of previous work experience and education, criminal history check, and references. The selected applicant must provide a driver's license record check at their own expense. Must have a valid driver's license and car for use at work. **If selected for the position, the applicant will be required to provide a raised seal transcript.**

**CONTACT INFORMATION:** Questions can be directed to Tera Campbell, Hoke DSS Personnel at (910) 878-1943.