



POSITION VACANCY

Time-Limited

Social Worker I/AT QA

Investigative/Assessment & Treatment Quality Assurance

Position# 536029

OPENING DATE:	09/7/2021	PAY GRADE:	71
CLOSING DATE:	09/15/2021	SALARY:	\$48,800 - \$68,954 + Benefits

JOB DESCRIPTION: This is a full-time probationary/time limited position expiring June 30, 2022. This position is a combined role involving both investigations (no more than a caseload of 5 assessments at any given time) and quality assurance. The Social Worker IAT/QA will be responsible for casework functions providing advanced, professional level casework for children at risk for neglect, abuse, or dependency. The Social Worker IAT/QA receives, assesses and/or investigates reports of child abuse, neglect, and dependency within established timeframes. Work involves evaluating the degree of harm to the child; counseling and planning with the family to provide services to reduce the risk of harm to the child; cooperation with law enforcement agencies and the district attorney as required; initiation of court action and providing court testimony in court hearings when necessary; arranging for the provision of and assisting families in utilizing appropriate services and maximizing the use of available community resources as needed, such as foster care, daycare, transportation, medical care, and mental health services, etc. The Social Worker IAT/QA must evaluate the need for services and make appropriate referrals. The Social Worker IAT/QA is responsible for individual and group training. The Social Worker IAT/QA will complete targeted training based on errors found from quality assurance file reviews and updated program policy. The Social Worker IAT/QA will attend agency and state training to continue education on all Child Welfare programs. Quality assurance (2nd party file reviews) will be completed monthly by the Social Worker IAT/QA. The Social Worker IAT/QA will serve on Emergency Duty (after hours and holidays) on a rotating basis and must be able to handle possible life endangering situations and perform crisis intervention at inconvenient times to ensure the safety of the children.

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, Working knowledge of Child Welfare policy/procedures



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APPLICATION PROCESS: Submit state application (PD-107) and a copy of college transcript required for employment no later than **Wednesday, September 15, 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.