



# HENDERSON COUNTY HUMAN RESOURCES DEPARTMENT

112 FIRST AVENUE WEST  
HENDERSONVILLE, NC 28792

## Memo

**To:** All Interested Candidates  
**From:** Karen Ensley, Human Resources Director  
**Date:** November 15, 2021  
**RE:** **Job Posting - One (1) Full-Time Social Worker - Investigative/Assessment & Treatment – Child Protective Services**  
*Department of Social Services*

**Duties and Responsibilities:** This position will assess initial reports of abuse, neglect, and dependency in order to protect the child in accordance with the General Statutes of the State of North Carolina. Caseworker may also have duties including performing risk assessments, developing a service plan, frequent home visits and contacts to provide and document services, arranging and coordinating support services, information/referral, quarterly assessment to document/renew goals, and other case management services that are definable, reasonable efforts to protect the child in the home. Will participate in the rotation of on-call duties with other social workers in the Child Welfare units.

**Qualifications:** A 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 public, ability to prepare documentation such as written investigative reports, ability to testify; ability to employ advanced case management interview techniques; ability to quickly assess the risks and safety of the client environment; ability to employ negotiation skills in complex cases. The ability to analyze and assess child development safety issues in relation to risk factors, ability to analyze tense family situations and recommend decisions about removing children; ability communicate effectively and establish supportive client relationships; ability to work cooperatively in a team environment.

Master's degree in social work from an accredited school of social work and one year of social work experience; or a Bachelor's degree in social work from an accredited school of social work and completion of the Child Welfare Collaborative and one year of social work experience; or Bachelor's degree in social work from an accredited school of social work and two years of social work or counseling experience; or a Bachelor's degree in a human services field from an accredited college or university and three years directly related experience; or a Bachelor's degree from an accredited college or university and four years directly related experience providing experience in the techniques of casework, group work, or community organization; or an equivalent combination of training and experience.

**College transcripts should be attached.**

Applications must be obtained, fully completed, and submitted to Henderson County HRD by mail 112 First Avenue West, Hendersonville, NC 28792, by email ([hrd@hendersoncountync.gov](mailto:hrd@hendersoncountync.gov)), or by fax (828) 698-6184. Please see our website, [www.hendersoncountync.gov/hr](http://www.hendersoncountync.gov/hr) and refer to the Additional Applicant Information section for more detailed instructions.

The deadline for application is: **5:00 pm on November 29, 2021**

Starting range: \$23.08 - \$41.95 per hour

*Hiring salary will be determined based on qualifications and internal equity*

Grade: 76A

Phone: (828) 697-4669 ♦ Fax: (828) 698-6184

[hrd@hendersoncountync.gov](mailto:hrd@hendersoncountync.gov)

[www.hendersoncountync.gov/hr](http://www.hendersoncountync.gov/hr)

*Henderson County is an Equal Opportunity Employer*