



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

Social Worker IV - I/A & T
Position Number 113-40-205

SALARY:
See Position Description

OPENING DATE: 11/23/22

CLOSING DATE: 12/07/22 05:00 PM

DESCRIPTION OF DUTIES:

Hiring salary \$50,982 increasing to \$53,531 after successful completion of one year probationary period.



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 purpose of this position in relation to Children's Services is as follows: To receive and document reports of alleged child neglect, abuse and or dependency. Complete a thorough investigation/assessment, documenting strengths and needs of the families involved. To make referrals and recommendations for those needing continued services. Provide ongoing in home family services as needed once a case has been substantiated or found "in need of services" or "services recommended". Participate in court related activities as needed to ensure the safety and well being of children. To participate routinely in after hours work when on call or as directed by the supervisor. To assist other workers within Children's Services as needed to ensure the safety and stability of children.

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. **Accredited BSW or MSW degrees are preferred** .Other combinations of education and experience will be considered for "work-against" status.

**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.*

All degrees received must be from an appropriately accredited institution

SUPPLEMENTAL INFORMATION:



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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/beauforddss>

You can find assistance with creating your account and steps for completing the application process at this site: 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.

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

Job #113-40-205
SOCIAL WORKER IV - I/A & T
BW

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