



## Beaufort County Department of Social Services

### Social Worker IV - I/A & T

<b>SALARY</b>	See Position Description	<b>LOCATION</b>	Washington, NC
<b>JOB TYPE</b>	Full Time	<b>JOB NUMBER</b>	113-40-217
<b>DEPARTMENT</b>	Children's Services	<b>OPENING DATE</b>	02/05/2024
		<b>CLOSING DATE</b>	2/19/2024 5:00 PM Eastern

### Description of Duties

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.

Hiring salary \$53,058

Rate after successful completion of 12 month probationary period - \$55,711

PAID OVERTIME / 401K Matching / NC State Health Plan

MSW/BSW degrees are preferred. College transcripts are required.

Applicants with qualified work against status may be considered at lower salary and grade.

\$5,000 will be added to base pay for selected applicants who have successfully completed their Masters of Social Work degree.

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

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

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. Other combinations of education and experience will be considered for "work-against" status. All degrees received must be from an appropriately accredited institution.

*\*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.*

## Supplemental Information

Application Procedure:

College transcripts are required.

Online Application: <https://www.governmentjobs.com/careers/beaufordtss/> Please read and complete all sections of the Application. Incomplete applications will not be considered. Resumes are not accepted in lieu of application.

You can find assistance with creating your account and steps for completing the application process at this site:  
[www.governmentjobs.com/Home/ApplicationGuide](http://www.governmentjobs.com/Home/ApplicationGuide)

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.

Pre-employment Drug Screening and Criminal Background check will be required as a condition of employment. Valid Driver's License Required.

All employees are called upon to serve shelter duty in times of emergency and/or natural disaster.

<b>Agency</b> Beaufort County Department of Social Services	<b>Address</b> 632 West 5th Street Washington, North Carolina, 27889
	<b>Website</b> <a href="http://co.beaufort.nc.us/departments/human-services/social-services">http://co.beaufort.nc.us/departments/human-services/social-services</a>