



## RECRUITMENT ANNOUNCEMENT

**CLASSIFICATION:** Social Worker IAT

**UNIT:** Child Protective Services

**SALARY RANGE:** \$51,971 - \$54,570

**GRADE:** 73

**WORK SCHEDULE:** 8am - 5pm and Rotating On Call

**RECRUITMENT:** A completed application must be submitted on the Scotland County career page at <https://www.governmentjobs.com/careers/scotland>. Questions are encouraged and can be emailed to [menglish@scotlandcounty.org](mailto:menglish@scotlandcounty.org).

The Scotland County Department of Social Services works to improve the wellbeing and safety of citizens' lives. As a part of the DSS team you will work with others who value Respect, Teamwork, Dependability, Accountability, Innovation, and Excellence. The Department provides flexible work scheduling and a full benefits package including medical insurance, vacation and sick leave, paid holidays, and membership in the North Carolina retirement system.

### PRIMARY RESPONSIBILITIES:

- Provides advanced, professional level casework for children at risk for neglect, abuse, or dependency.
- Receives, assesses, investigates reports of child abuse, neglect, and dependency within established timeframes.
- Identifies risk and provides safety interventions to children in family and out of home settings.
- Works regularly in the field conducting home visits, school visits, etc.
- Prepares reports and testifies at juvenile court hearings.
- Prepares and maintains ongoing documentation of workload activities.
- Provides referrals and engages community partners.
- Conducts Child and Family Team meetings.
- Revolving on call coverage requiring 24 hour a day availability.
- Performs other duties as assigned, which may include shelter duty.

### IDEAL KNOWLEDGE, SKILLS, AND ABILITIES:

- Thorough knowledge of social work principles, techniques, and practices, and their application to complex casework, group work, and community issues;
- Considerable knowledge of family and group dynamics and a range of intervention techniques including resources in the community;
- Considerable knowledge of the laws, regulations, and policies which govern Child Welfare programs;
- Ability to establish and maintain effective working relationships with co-workers, administrative officials, other professionals, and the general public;
- Ability to express ideas and communicate clearly and concisely;
- Ability to understand and carry out oral and written instructions;
- Ability to express ideas clearly and concisely;
- Basic knowledge and/or ability to use office equipment, software systems, internet based programs;

- Ability to analyze, prioritize, plan, and execute work timely and accurately.
- Agency values of Respect, Teamwork, Dependability, Accountability, Innovation, and Excellence should be practiced and used in all interactions driving exemplary customer service.

**PREFERRED TRAINING AND EXPERIENCE:**

- 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 services 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 for children's services social work positions.
- **And**, the successful candidate must possess and maintain a valid driver's license.

**SUPPLEMENTAL INFORMATION:**

- Criminal Records check, drug screen, references and transcripts will be required for the successful candidate; this position is subject to random drug testing;
- All applications will be considered but not necessarily interviewed;
- In lieu of no qualified applicants, trainee or work against qualifying applicants may be considered;
- Resume in lieu of a completed application is not acceptable;
- Degrees must be received from appropriately accredited institutions;
- Must attach a copy of your college transcript to the online application;
- We are an *Equal Opportunity Employer* and *E-Verify Participant*.