



RECRUITMENT ANNOUNCEMENT

CLASSIFICATION: Social Worker IAT / QA/Trainer **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 menlish@scotlandcountv.org, or call directly at (910) 277-2501.

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:

- Completes quality assurance file reviews for Adult and Child Welfare programs ensuring policy expectations are met, identifying practice trends, and recommending training subject matter;
- Completes internal programmatic and financial auditing in Adult and Child Welfare services;
- Assists to train new social work staff in Adult and Child Welfare services in policy, best practice, time management, and agency requirements;
- Provides, on a limited basis, advanced, professional level casework for children at risk for neglect, abuse, or dependency;
- 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, and other related visits.
- Prepares reports and testifies at juvenile court hearings;
- Prepares and maintains ongoing documentation of workload activities;
- Provides referrals and engages community partners;
- Facilitates *Child and Family Team* meetings;
- Revolving on call coverage requiring 24 hours 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;

📞 910-277-2501 | 📠 910-312-3257

📍 P.O. Box 1647, 1405 West Boulevard, Laurinburg, NC 28353

- 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.

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*.