



Ashe County Department of Social Services  
150 Government Circle  
Suite 1400  
Jefferson, NC 28640  
(336)-846-5719

## **RECRUITMENT ANNOUNCEMENT**

**POSITION: Social Worker I A&T—Children’s Protective Services**  
**POSITION IS PERMANENT, FULL-TIME**  
**POSITION #5310-313-16**

### **NORTH CAROLINA PRE SERVICE PREFERRED**

**Annual Salary Range:** Grade 72 \$51,933 - \$73,113 if qualified for SW-IAT  
Grade 71 \$49,791 – \$70,089 if qualified for SW-III  
(up to 12-month work against to SW-IAT position)

### **TRAINEE OR ADDITIONAL-LEVEL WORK AGAINST POSITIONS MAY BE CONSIDERED AND SALARY RANGES ADJUSTED.**

**Application Period: May 9, 2019 – May 20, 2019**

#### **JOB RESPONSIBILITIES:**

This Children’s Protective Services position requires advanced, professional level casework providing protective, counseling, and case management services for children who are at risk for neglect and/or abuse. The duties include working with families receiving in-home services or conducting investigations and assessments. Worker prepares social histories, court summaries, and narrative reports for records; testifies in court proceedings and develops short and/or long-range service plans.

Worker provides counseling to assist family in identifying emotional conflicts, role confusion and patterns of interaction, developmental deficits and problems in self-perception and other duties as required by the Agency. Worker will be involved in the rotation of on-call duties during evening and weekends. The employee is required to assist in the operation of a community shelter in the event of an emergency.

#### **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 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 communicate effectively and establish supportive client relationships.

### **MINIMUM EDUCATION 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 a Master's degree in a counseling field and two years of social work or counseling; or a 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.

### **APPLICATION PROCESS:**

**All applications must include a signed State Application for employment (PD 107 located on the Ashe County website), a cover letter, resume, and a copy of a transcript from the institution where the applicant received the highest degree.** An official transcript may be requested subsequently.

Internal applications may be submitted to Lori Trent.

**External applications must be submitted to the NCWorks Office, 626 Ashe Central School Road; Unit 5, Jefferson, NC 28640 in order to be considered. You may fax all documents to Nancy Broman at 336-982-3657 prior to the 1:00 p.m. deadline on May 20, 2019.**

**Incomplete applications or applications received after 1:00 pm on May 20, 2019 will not be accepted.** Applicants will be given credit only for information provided in response to this announcement. No additional information will be solicited or considered by this office; therefore, persons who submit incomplete applications may not receive full credit for their education, training, and experience. Verification for education and work experience is taken solely from information listed on the application Form PD-107. Applicants will not automatically be given credit based on their position title.

### **SELECTION PROCESS:**

Selection will include use of a structured interview to select the best applicant for the position. Applications are rated by the State Personnel Division for training and experience. Candidates will be subjected to a background check and drug screening.

**ASHE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER**