



Ashe County Department of Social Services
150 Government Circle
Suite 1400
Jefferson, NC 28640
(336)-846-5700

RECRUITMENT NOTICE

POSITION: SOCIAL WORKER III--FOSTER CARE AND ADOPTIONS
POSITION IS PERMANENT, FULL-TIME
POSITION #5310-329-16

RECRUITMENT APPLICATION PERIOD: October 15, 2018 - October 25, 2018

Annual Salary Range: Grade 71 \$49,791 - \$70,089 if qualified for SW-III
Grade 69 \$45,705 – \$64,317 if qualified for SW-II
(up to 12-month work against to SW-III position)

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

JOB RESPONSIBILITIES:

This position primarily involves duties related to services for foster children, birth families, and foster families. Worker completes in-depth assessments of families, social histories, court summaries and narrative reports. Worker testifies in court proceedings. Worker develops short and/or long-range placement and service plans, including making efforts with families to implement them. Worker provides ongoing Foster Care services for children in placement. Worker provides support and referrals to assist birth and foster families in identifying emotional conflicts, role confusion, patterns of interaction, developmental deficits and problems in self-perception related to placement of child in care. Other duties include but are not limited to, rotation on emergency call duty and any other duties as assigned by the Unit Program Manager or Supervisor. Employee is required to participate in the operation of a community shelter in the event of an emergency.

KNOWLEDGE, SKILLS & ABILITIES:

Thorough knowledge of social work principles, techniques, and practices, and the ability to apply them to complex casework, group work, and community problems. Considerable knowledge of a wide range of medical, behavioral, and psychological problems and their treatment theory. Considerable knowledge of family and group dynamics and intervention techniques, government and private organizations and resources in the community, laws, regulations, and policies which govern the program. Ability to establish and maintain effective working relationships with clients and their families as well as civic,

legal, medical, mental health, social, religious organizations, and other community networks. Employee must be able to express ideas clearly and concisely and to plan and execute work effectively. Working knowledge of Microsoft Office. Comfort with decision-making utilizing Program Manager, Unit Supervisor, and Foster Care Team.

RECRUITMENT STANDARDS

Minimum Training and Experience Requirements for SW-III

Master's Degree from an accredited school of Social Work and one year of social work or counseling experience; a Bachelor's Degree from an accredited school of Social Work and one year of directly related experience; or a Master's Degree in a human services field and one year of directly related experience; Bachelor's Degree in a human services field from an accredited college or university and two years directly related experience; Bachelor's Degree from an accredited college or university and three years of directly related experience.

Minimum Training and Experience Requirements for SW-II (12-month work against to SW-III)

Bachelor's Degree in Social Work from an appropriately accredited institution; Bachelor's Degree in Human Services field from an appropriately accredited institution and one year of directly related experience; Bachelor's degree from an appropriately accredited institution and two years directly related experience; or an equivalent combination of education and experience.

APPLICATION PROCESS:

Please submit a State application (Form PD 107), resume, cover letter, and a copy of transcript from the institution where the applicant received the highest degree. An official transcript may be requested subsequently.

Applications for external candidates must be submitted to the NC Works Office, 626 Ashe Central School Road, Unit 5, Jefferson, NC 28640 or online at www.NCWorks.org.

Incomplete applications or applications received after 1:00 pm on October 25, 2018, 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