

POSITION: Social Worker Investigation/Assessment and Treatment (SW I/AT)

DEPARTMENT: Social Services

Grade: 31

Position Number: 530011

Starting Salary: \$50,135.28

Posted: June 3, 2025

Closing Date: June 20, 2025



GENERAL DEFINITION OF WORK

The primary duties of this position involve working closely with families involved with Child Protective Services to develop a plan and arrange services to assist the family in resolving issues identified by an investigation of abuse/neglect. The Social Worker will work with the family to strengthen and preserve the family unit.

This Social Worker will supply advanced, professional level casework providing protective, investigative, counseling and case management services for children who are determined to be neglected and/or abused and who are at-risk for entry into foster care. This Social Worker works within a unit that provides immediate response to crisis situations for at-risk and vulnerable children and their families in the complex cases. Work involves investigation of alleged neglect and abuse, determination of the alleged neglect or abuse as prescribed by federal and state guidelines, providing expert testimony in court hearings, and following-up with case management and preventive services for children and their families. This Social Worker will work closely with a Child Protective Services team and their supervisor to assess situations and determine appropriate courses of action immediately or in short time spans and often under very stressful conditions. They may also provide group, family or individual treatment to individuals of any age and any developmental, mental, medical, substance abuse, financial or family problem. Every 13 weeks, this Social Worker will be also required to provide 24/7 on-call coverage for 7 days responding to reports of child abuse, neglect or dependency, as well as to respond to calls concerning adults who are disabled and in need of protective services.

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 REQUIREMENTS

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. May consider qualified work against or trainee status at lower salary and grade.

First preference will be given to applicants who meet minimum education and experience requirements and who have completed the North Carolina Child Welfare Pre-Service Training Curriculum or applicants who meet minimum education and experience and who have completed the Child Welfare Services in NC for BSW Students course.

A TRANSCRIPT OF THE HIGHEST DEGREE OBTAINED IS REQUIRED.

PLEASE NOTE – If you are applying for a position with Macon County Department of Social Services, please be aware there is a skills assessment to be completed as part of the application process. Please contact NCWorks Macon County for more information.

SPECIAL REQUIREMENTS

Valid driver's license.

HOW TO APPLY:

Applicants must register online or in person with NCWorks. A State application (PD-107) is required and may be obtained at and submitted to the
NC Works Career Center

23 Macon Avenue

Franklin, N.C.

Mail to:

5 West Main Street

Franklin, NC 28734

and must be submitted on or before the closing date. **Online applications are not available.** Please include 3 references with contact information and a valid email address for all correspondence from the employer to the applicant. Resumes will not be considered.

AN EQUAL OPPORTUNITY EMPLOYER/ADA EMPLOYER

All prospective employees are subject to a criminal background check