



## **Macon County Department of Social Services**

Lakeside Government Complex  
1832 Lakeside Drive  
Franklin, North Carolina · 28734-6778  
Tel: 828-349-2124 · Fax: 828-349-2401  
[www.maconnc.org/dss.html](http://www.maconnc.org/dss.html)

R. Patrick Betancourt  
Director

**POSITION:** Social Worker Investigative/Assessment and Treatment (SW I/AT)  
**POSITION NUMBER:** 530030  
**SALARY:** County Grade 31 \$47,720.14 plus On-call pay of \$24.00/night

**OPENING DATE:** May 8, 2023

**CLOSING DATE:** Until Filled

### **Description of Work**

The primary duties of this position involve working closely with families to develop a plan and arrange services to assist the family with 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 at risk for neglect and/or abuse. This Social Worker works within a unit that provides immediate response to crisis situations for at-risk children in the most complex cases in the department. Work involves investigation of alleged neglect and abuse, substantiation 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 clients. This Social Worker will analyze 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 clients of any age and any developmental, mental, medical, substance abuse, financial or family problem. This Social Worker is also required to be on-call after hours every 13 weeks to respond 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.

### **Minimum Education and Experience for Social Worker III**

#### *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.**

**HOW TO APPLY:** A completed State of NC Application PD-107 (<https://maconnc.org/images/PD107-2022.pdf>) and, if needed, PD-107 Continuation Sheet must be submitted to NC Works at 5 West Main street, Franklin, NC 28734. Please include three references and an email address.

**MACON COUNTY IS AN EQUAL OPPORTUNITY/ADA EMPLOYER**