



Social Worker Investigative/Assessment and Treatment (SWIAT): Permanency Planning/Foster Care:

This position is in Child Protective Services. Child Protective Services involves investigations 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 position provides intensive casework services to children for whom the agency has legal custody or placement responsibility. The children may reside in foster care, family foster homes, their own homes, therapeutic foster homes, residential care, or other substitute care arrangements. The primary goal is to effect and sustain permanent placements until the agency's legal responsibility is terminated. The foster care program works in developing and utilizing a family-centered approach which involves the family in identifying, creating, and maintaining a service plan to move a child to a safe, stable, and nurturing placement within a timely fashion.** Response priority for child welfare investigations range from immediate to 72 hours. **On-call duty after hours is required.** Employee performs other duties as assigned. A valid NC driver's license and access to a passenger vehicle is required. Employees operating their personal vehicles for county business shall maintain the minimum liability coverage required by the State of North Carolina in accordance with the County Fleet Policy and Employee Safety Program (page 10, section.) Child Welfare social workers must live within range of the beeper. Must be able to lift and carry a child. The position is in the Tarboro office; however, office location may change based on the needs of the agency.

Knowledge, Skills, and Abilities:

Thorough knowledge of social work principles, techniques and practices and their application 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. 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 quickly assess the risks and safety of the client's 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 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:

MSW from an accredited school of social work and one year of social work experience; BSW from an accredited school of social work and two years of experience of social work or counseling experience; MS degree in a counseling field and two years of experience of social work or counseling experience; Four year degree in a human service field or related curriculum and three years of social work or counseling experience; Graduation from a four year college or university and four years of experience in counseling, **One year of work experience can be credited for completion of the social work collaborative.** Preferences:

Salary Range: \$37,742.00 - \$49,615.00 depending on experience and credentials. Compensation for full-time employees includes excellent benefits that total over \$9,000.00 annually.

[Apply for this position](#)

Transcript(s) of undergraduate and/or graduate degree(s) is required at the time of interview. Degrees must be received from appropriately accredited institutions.

Preferences: Prefer applicants with strong computer skills and/or knowledge of State Network Systems, NC FAST, imaging programs and Windows software including Microsoft Word. Bilingual applicants (English/Spanish) encouraged to apply. **We support a drug free work environment. A pre-employment drug screening and criminal background check is required.**
AA/EOE

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