



**DEPARTMENT OF SOCIAL SERVICES**  
P.O. Box 2429 • Fayetteville, North Carolina 28302-2429  
(910) 323-1540 • Fax (910) 677-2232

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**NOTICE OF VACANCY  
(OPEN POSTING)**

**June 14, 2010**

**TYPE OF VACANCY: SOCIAL WORKER- INVESTIGATIVE ASSESSMENT/TREATMENT  
CHILDREN SERVICES**

**SALARY GRADE: 70**

**ANNUAL SALARY: \$42,399**

**CONDITIONS OF EMPLOYMENT:** (The selected applicant will be subject to the following conditions prior to appointment). Failure to complete or fulfill these conditions may result in dismissal. Each applicant who is tendered an offer for employment for any position with Cumberland County shall be tested for the use of drugs specified in the County policy. Refusal to submit to testing or a confirmed positive test shall be a basis for withdrawal of the conditional employment offer. Law enforcement background check is required. Has or is able to obtain a valid North Carolina Drivers License.

**MINIMUM EDUCATION & EXPERIENCE:** Master's degree from an accredited school of social work and completion of the Child Welfare Collaborative; OR Master's degree from an accredited school of social work and one year of directly related experience; OR Bachelor's degree from an accredited school of social work and completion of the Child Welfare Collaborative and one year of directly related experience; OR Bachelor's degree from an accredited school of social work and two years of directly related experience; OR a Master's degree in counseling from an accredited college or university in a human services field and two years of directly related experience; OR a Bachelor's degree in a human services field from an accredited college or university and three years of directly related experience; OR Bachelor's degree from an accredited college or university and four years of directly related experience; OR an equivalent combination of training and experience. **Directly Related Experience is defined as Human Services experience in the areas of case management, assessment and referral, supportive counseling, intervention, psycho-social therapy and treatment planning.**

**INVESTIGATION/ASSESSMENT DUTIES (50%):** This position is located in the Protective Services Unit. The duties of this social worker involve crisis intervention and continuous supportive services to children and families in the course of delivering protective services mandated by state law. The main area of focus is directed toward neglected and abused children, as well as children at risk.

*...partnering with families and the neighborhoods where they live to plan and provide early help to vulnerable families....*

Duties include: providing direct services to the child and family in an attempt to protect the child from further neglect or abuse; receiving and evaluating neglect and abuse referrals; planning with the family and arranging

services as are necessary in treating the problems that need to be remedied; to invoke the authority of the courts when necessary for protection of the child; to make necessary arrangements for alternative care for a child(ren) who cannot remain in his own home; to continue to work with parents, child(ren), relatives, foster parents, and others as necessary to assure safe and healthy reunion of families.

**TREATMENT DUTIES (50%):** The social worker in this position will be responsible for providing continuing services to families in which neglect and/or abuse has been substantiated. This includes a process of responding to families in crisis, gathering factual information, and assessing the degree of danger to the child. This worker must have a high level of self-awareness, must have or develop skills in diagnostic assessments of family functional and dysfunctional behavior, and have a high tolerance level for client aggressive behavior, as he/she carries an authoritative role. This worker must have skills in coordinating multiple services, participate in team decision-making, and provide services and treatment. Skills in using the court system as part of the child protection and treatment plan will be required in some situations. Emphasis is placed on counseling to enable the families to remain intact.

This social worker must have extensive knowledge of the attachment, separation, and reattachment process, and it is mandatory that this worker have the courage, commitment, and skill to enter into the treatment process at an emotional level of depth, and to be supportive of children and families in each part of this process. He/she must be sensitively aware of own value system regarding family life structure, termination of parental rights, and the rights of children to consistent, continuous love relationships.

The worker in this position will need to know and be able to utilize community and area resources, to include initiating and attending conferences and meetings with local and area disciplines in order to appropriately and effectively serve the emotionally and physically damaged children who enter this system. The concentration of social work expertise in this area is also to keep families intact when possible and to frequently assess the feasibility of their efforts with a direction toward permanency planning for the child.

This position also includes the responsibility of coordinating all agency and supportive services. In achieving permanency planning goals, worker will use individual and family counseling methods, crisis intervention, confrontation and reality techniques. He/she will be offering service to high-risk families in complex situations. Court hearings and judicial mandated reviews are tasks to be performed in this position.

**APPLICATION:** All **agency employees** should contact **Wanda Nelson, Ext. 2595, or via E-mail at [wandanelson@ccdssnc.com](mailto:wandanelson@ccdssnc.com)** or **Candace Tyler, Ext. 2604, or via E-mail at [candacetyler@ccdssnc.com](mailto:candacetyler@ccdssnc.com)**. All other applicants should mail a State Application (PD 107) along with college transcripts to Cumberland County Department of Social Services, P. O. Box 2429, Fayetteville, NC 28302.

## **FAXED AND EMAILED APPLICATIONS ARE NOT ACCEPTABLE**

***ALL APPLICANTS WILL BE CONSIDERED, BUT NOT NECESSARILY INTERVIEWED. APPOINTMENT TO POSITIONS WITHIN THE CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES SHALL BE MADE WITHOUT REGARD TO RACE, SEX, AGE, RELIGIOUS PREFERENCE, POLITICAL AFFILIATION, OR HANDICAPPING CONDITION.***

**THE CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES HIRES ONLY UNITED STATES CITIZENS AND LAWFULLY AUTHORIZED ALIENS WHO ARE IN COMPLIANCE WITH THE IMMIGRATION REFORM AND CONTROL ACT OF NOVEMBER 6, 1986.**

**AN EQUAL OPPORTUNITY EMPLOYER**