



NEW HANOVER COUNTY
invites applications for the position of:
Social Worker (Zone 2) -
CPS and CWS

An Equal Opportunity Employer

SALARY: See Position Description
DEPARTMENT: SOCIAL SERVICES

SALARY:

OPENING DATE: 08/16/19

CLOSING DATE: Continuous

ESSENTIAL DUTIES:

New Hanover County is seeking experienced Social Worker candidates to fill multiple vacancies in the Social Services department. Social workers provide professional social work services to children for whom the department has placement responsibility, investigate alleged abuse, neglect and/or exploitation of children, and perform social work functions for child protective services during the periods that the agency is closed. Candidates will be placed in one of the social work units below.

Duties in **Child Protective Services** include interviewing children, adults, and service providers to determine the validity of allegations; assessing risk and developing case plans to ensure children's safety; testifying in court hearings; and documenting cases; and preparing reports.

Duties in **Child Welfare Services** include determining the most appropriate plan of reunification, relative placement, or adoption; developing and implementing case plans with parents, relatives, kinship placements, and service providers; ensuring all services are arranged for children and families; testifying in court hearings; documenting cases; and preparing reports.

90% of field work is done in homes, court, and the community. Must be able to lift and carry a child.

New Hanover County's Consolidated Human Services Agency is a single county agency that provides any combination of Public Health and Social Services throughout the county. The Social Services department is comprised of a team of dedicated professionals seeking to serve the citizens of our county through providing essential human services. The department is a part of a dynamic, professional county organization with a clear vision as a vibrant, prosperous, diverse coastal community, committed to building a sustainable future for generations to come. Ideal candidates for the department of social services have excellent customer service, organizational and computer skills, the ability to problem solve and make critical decisions and above all, an overwhelming desire to serve the citizens of our county.

New Hanover County strives to hire the best and the brightest employees who are committed to public service. Our employees enjoy an innovative, energetic and employee-focused work environment with top down support that embraces bottom up ideas and engagement. Our talented team of professionals have a passion for providing care and services that effect change on the everyday lives of the citizens they encounter. Our shared values of professionalism, innovation, integrity, stewardship and accountability guide the way we conduct ourselves and deliver services to our customers. If this sounds like an organization that models the values you uphold, we invite you to come and be a part of the exciting, healthy and progressive team at New Hanover County.

MINIMUM QUALIFICATIONS:

MSW from an accredited school and 1 year of related social work experience; or BSW from an accredited school of social work and 2 years of related social work experience; or a four-year degree in a human services field with at least 15 semester hours in courses related to social work and 3 years of related social work experience; or a four-year degree and 4 years of related social work experience. Must have good driving record and own transportation. Bilingual in English and Spanish strongly preferred.

Trainee Opportunities:

Applicants who meet the required minimum education but lack the required social work experience may be considered, and if hired, will be paid at least the minimum trainee rate of \$46,891 and will remain at a trainee rate until the minimum experience qualifications are met. **The maximum period for an employee to remain in a trainee status is two (2) years. All experience requirements must be met within two (2) years of employment.**

Priority consideration for trainee applicants will be given to those applicants who have completed the NC Child Welfare Education Collaborative Program and to those possessing a BSW or MSW, however others may be considered if they will meet the minimum experience requirements within the two year trainee status period.

Note: Applicants without a BSW or MSW who only have economic services caseworker experience to count as social work experience, must have a minimum of two years of economic services caseworker experience in order to be considered as a trainee. Economic services caseworker experience counts as social work experience for one half the time up to one year maximum. For example, one year of economic services caseworker experience equals six months of social work experience; two years of economic services caseworker experience equals one year of social work experience; and ten years of economic services caseworker experience equals one year of social worker experience.

LICENSES/CERTIFICATIONS:

Valid NC Driver's License and good driving record.

OTHER INFORMATION:

Hours:

8:00 AM - 5:00 PM Monday through Friday.

All position assignments must be available to work during emergency situations.

Salary Information:

The hiring range for this position is \$50,812 - \$67,257 plus a competitive benefits package. Salary is negotiable within the hiring range, depending on qualifications.

After the closing date for this position applications will be screened by Human Resources. Applicants referred to the department will receive an email requesting important information pertinent to the position applied for. Please be sure to check your email for this communication so we may proceed with the next step in the recruitment process in a timely manner.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.nhcgov.com/HR/Pages/JobOpportunities.aspx>

Job #201900220
SOCIAL WORKER (ZONE 2) - CPS AND CWS
AM

OUR OFFICE IS LOCATED AT:
230 Government Center Drive - Suite 135
Wilmington, NC 28403
910-798-7178
910-798-7178
cknips@nhcgov.com

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Social Worker (Zone 2) - CPS and CWS Supplemental Questionnaire

- * 1. Select your highest level of education from the information below:
 - Master's Degree in Social Work
 - Master's Degree in the Human Services field other than Social Work
 - Master's Degree outside of the Human Services field
 - Bachelor's of Science in Social Work
 - Bachelor's Degree in the Human Services field
 - Bachelor's Degree in a field outside of the Human Services field
 - No degree at a Bachelor's level or above
- * 2. Do you have an MSW or BSW through the NC Welfare Collaborative?
 - Yes No
- * 3. How many years of social worker experience in a county or municipal social services agency do you have?
 - 5 or more years of social worker experience in a county or municipal social services agency
 - 3 years but fewer than 5 years of social worker experience in a county or municipal social services agency
 - 2 years but fewer than 3 years of social worker experience in a county or municipal social services agency
 - 1 year but fewer than 2 years of social worker experience in a county or municipal social services agency
 - less than 1 year of social worker experience in a county or municipal social services agency
 - No social worker experience in a county or municipal social services agency
- * 4. How many years of social work experience outside of a county or municipal agency do you have?
 - No social worker experience outside of a county or municipal agency.
 - Less than 1 year of social work experience outside of a county or municipal agency.
 - 1 year but fewer than 2 years of social work experience outside of a county or municipal agency.
 - 2 years but fewer than 3 years of social work experience outside of a county or municipal agency.
 - 3 years but fewer than 5 years of social work experience outside of a county or municipal agency.
 - 5 or more years of social work experience outside of a county or municipal agency.
- 5. If you indicated that you have social worker experience outside of a county or municipal social services agency, please tell us how that experience relates to the duties of a social worker in child protective services.
- * 6. Indicate your years of social worker experience in child protective services.
 - No CPS experience
 - Fewer than 2 years of CPS experience
 - 2 ore more years of CPS experience
- * 7. Indicate your years of social worker experience in child welfare services.
 - No CWS experience
 - Fewer than 2 years of CWS experience
 - 2 or more years of CWS experience
- * 8. Please indicate the social worker units in which you have had work experience.
 - Child Protective Services (CPS)
 - Child Welfare Services (CWS)
 - Adult Protective Services (APS)
 - Work First Employment Services

Emergency Services Intake

Child Placement

After Hours

No work experience in these social work units.

* 9. If you do not have the minimum social worker experience to meet the minimum requirements, are you interested in being hired as a social worker trainee?

Yes No

* 10. Are you bilingual in English and Spanish to where you are able speak, read, and write both languages with the same degree of fluency?

Yes No

* 11. Have you had your driver's license suspended for any reason in the last three years?

Yes No

* Required Question