



Social Worker IV Social Worker V

(Lateral Transfers Only with Incentives)

Social Worker IV

Hourly - \$26.34 - \$32.01

Biweekly - \$2,107.20 - \$2,560.80

Monthly - \$4,565.60 - \$5,548.40

Annually - \$54,787.20 - \$66,580.80

Social Worker V

Hourly - \$27.66 - \$33.61

Biweekly - \$2,212.80 - \$2,688.80

Monthly - \$4,794.40 - \$5,825.73

Annually - \$57,532.80 - \$69,908.80

Continuous Recruitment

ABOUT THE DEPARTMENT:

Community Services Agency (CSA) provides a broad range of social services to the community. CSA is comprised of over 1,068 employees and has annual operating budget of over \$325 million. CSA partners with County government agencies and numerous community based organizations to create culturally responsive and accessible services. Over 175,000 residents receive services through CSA. The Agency is organized into three Divisions: (1) Adult, Child, and Family Services Division (ACFSD); (2) StanWORKs Division; and (3) Finance and Operations Division.

ABOUT THE POSITION:

Incumbents perform professional casework of an advanced nature in the most difficult social service areas. The casework requires the application of high level and sophisticated social services, expertise and techniques. Casework is in areas such as adoptions and child protective services. Incumbents at this level are expected to work independently without intensive supervision.

Stanislaus County Personnel Policy defines lateral transfers as persons with permanent or probationary status employed in another public agency and originally hired in that agency through a competitive process in the same or comparable classification to a Social Worker IV OR V.

It is important that your application show documentation/verification of all the relevant education and experience you possess. Applications will be rejected if documentation of education/certification is not attached. Additional documentation may be requested after review of application.

LATERAL HIRING INCENTIVES: <http://www.stancounty.com/personnel/PerPol/PersonnelManual.pdf>

Vacation Accruals - this incentive may allow for a lateral transfer to start County employment with a vacation accrual rate higher than entry level employees. This policy would not front load any vacation leave time for lateral candidates, but would provide the ability to recognize that a lateral candidate is earning vacation leave at a higher rate than entry level employees in their current position. Lateral candidates may be placed within Stanislaus County's existing vacation accrual schedule closest to their current vacation accrual rate, but they may not exceed the vacation accrual rates they are currently earning.

Sick Leave Accruals - this incentive may allow to offer a lateral transfer to front load the equivalent of six months of sick leave accruals (48 hours) at the start of the first pay period following the date of hire. The lateral transfer would not accrual any additional sick leave until they have completed six months of service. This incentive is intended to provide some continuity of sick leave benefits for candidates who are considering transferring employment to Stanislaus County and losing an existing bank of accrued sick leave benefits.



TYPICAL TASKS:

- Receives and screens reports of child/adult abuse or neglect from the community for degree of urgency;
- Provides information and referral for services;
- Provides 24-hour protective services as back-up to the assigned after-hours social worker in child welfare;
- Serves as after-hours social worker, on a rotation basis;
- Investigates child abuse or neglect referrals;
- Investigates for Juvenile Court dependency actions;
- Writes court reports and makes presentations and recommendations to the Juvenile Court;
- Provides initial intake, crisis intervention and counseling services to children and their parents;
- Provides group orientation to families interested in obtaining County licenses for foster family care;
- Provides services to children in out-of-home care and to their parents;
- Provides intensive home based services to abused/neglected children and their families;
- Selects suitable out-of-home care placements and supervises the children in these placements;
- Provides services and transitional planning to foster youth in out-of-home care;
- Provide safety and risk assessments throughout the life of a case;
- Participates on community task forces and committees;
- Acts as a lead worker, when necessary;
- Understands the principles/philosophies of Family Decision Meetings and refers cases and participates in the process;
- Assesses prospective adoptive parents suitability for adoption;
- Possesses a working knowledge and ability to utilize CWS/CMS computer system; and
- Participates in and completes required training courses

ABILITY TO:

- Apply the principles of Social Worker practices related to working with children and their families;
- Evaluate personal and psychological factors in children and/or family situations;
- Act effectively under stressful situations;
- Provide specialized individual, family and group counseling;
- Work effectively with professionals in other disciplines and at the same time maintain professional identity;
- Express strong personal and professional ethics;
- Respect and protect the rights of clients; and
- Demonstrate a commitment to children, their protection and their rights to permanent placement, preferably in their own homes

KNOWLEDGE OF:

- Social service research methods;
- Child development;
- The impact physical and mental health problems have on personality development and functioning;
- Group dynamics; and
- Therapeutic intervention techniques
- Socioeconomic conditions and trends;
- Current issues in the field of child social welfare;
- Social welfare programs at the Federal, State and local levels;

EDUCATION/EXPERIENCE:

Social Worker IV Pattern I

- A Master's Degree in Social Work or a two (2) year Master's Degree in Counseling

Pattern II

- Possession of a Master's Degree must be acquired within 3 months of the application date for the position

Social Worker V

- Possession of a Master's Degree in Social Work (MSW) or an approved two (2) year Master's Degree in Counseling;

AND

- Two (2) years of experience as a Social Worker IV in Stanislaus County Child Welfare Program; OR
- Two (2) years of social work casework experience in public child welfare program area

CLASSIFICATION INFORMATION - Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the technical services bargaining unit for labor relations purposes. Individuals who are in a full-time classified position are required to serve a twelve-month probationary period, which may be extended an additional six months for a total of eighteen months. The probationary period does not apply to unclassified positions.

EQUAL EMPLOYMENT OPPORTUNITY - The County of Stanislaus is an Equal Opportunity Employer.

All qualified applicants are encouraged to submit online application(s) for open position(s).

Stanislaus County is committed to establishing and maintaining effective working relationships with the general public, co-workers, supervisors, and members of diverse cultural and linguistic backgrounds regardless of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, pregnancy related condition, marital status, gender/sex, sexual orientation, gender identity, gender expression, age (over 40), political affiliation or belief, or military or veteran status.

APPLICATION PROCEDURES/FINAL FILING DATE - Online applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications. Resumes will not be accepted in lieu of a completed application form.

"Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application form. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications."

TESTING ACCOMMODATIONS - Arrangements may be made to accommodate disabilities or religious convictions. Describe the special test arrangements you require in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment drug screening and job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS- Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER- Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information, which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understandings, and such information prevails over information contained in this flyer. Questions regarding this announcement may be directed to the Stanislaus County Chief Executive Office/ Personnel.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under "Disability Management".

CONVICTION/CRIMINAL HISTORY INFORMATION QUESTIONNAIRE:

Once it is determined that you meet the minimum qualifications for this position, you will be sent an email to complete a conviction questionnaire. Detailed instructions will be in the email. You will have five (5) working days from the date on the email to follow the instructions and complete the questionnaire.