



AN EQUAL OPPORTUNITY EMPLOYER  
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

ANNOUNCES AN **OPEN RECRUITMENT** FOR:

**SOCIAL WORKER IV (FIRST)**

**Application Deadline: OPEN UNTIL FILLED**

**DEPARTMENT:** Health and Human Services  
**LOCATION:** County Wide  
**SALARY:** Range 73 \$4804 \$5047 \$5302 \$5565 \$5843 \*\*  
(Above monthly salaries are paid over 26 pay periods annually.)

**\*\*BENEFITS:** CalPERS Retirement System: Existing ("Classic") CalPERS members as of January 1, 2013, (2% at 55) – Inyo County pays employee contribution for current CalPERS members; new CalPERS members hired after January 1, 2013 (2% at 62) will be required to pay at least 50% of normal cost. Medical Plan – Inyo County pays a portion of employee and dependent monthly premium on PERS medical plans; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

**DEFINITION:** Under the general direction of the Deputy Director of Aging & Social Services and specific supervision of the Families Intensive Response Strengthening Team (FIRST) Supervisor, depending upon level of position, may provide casework of an advanced nature dealing with complex individual and family problems; provide an array of case management services including treatment and crisis services for children and families receiving FIRST services. Function as part of the FIIRST team and work closely with agency and community partners with a goal of maintaining children safely within their family, homes and local schools.

**ESSENTIAL JOB DUTIES:** Within scope of practice and as a member of the FIRST team including family partners and other treatment team members as chosen by the family, using the principles of wraparound, provides an array of strength-based family-driven services in the home, school and community settings for children/youth and their families; provides psychosocial assessment, assist families in identifying and accessing resources, clinical treatments, and other services to promote the child/youth functioning successfully in the home, school and community; performs services as part of a Child and Family Team and in coordination with a wide variety of agencies and community supports; identify needs that are culturally sensitive and identify the supports already in place for the family. Facilitate Child and Family team meetings as appropriate as well as facilitates family team meetings to address conflict and or other family issues relevant to the individual family dynamics; participates in the development of appropriate family treatment plans that are culturally sensitive and meet the specific needs and strengths of the family; provides 24-hour crisis response services in a rotation with other staff for youth and families; participates in family meetings, staff meetings, interagency case conferences, peer review, training and quality assurance activities; maintains documentation in a timely manner and in accordance with local, state, and federal laws and regulations; does related work as required. In addition to, also may provide enhanced supports to the family in the context of family counseling around issues individual to that family dynamic.

## **EMPLOYMENT STANDARDS**

**Education/Experience:** A Master's degree in Social Work from an accredited college or university **OR** A Master's degree from an accredited two (2) year counseling program\* **OR** One (1) year of full-time experience performing advanced journey (equivalent to a Social Worker III) level social work case management as a Social Worker in a public or private agency and Master's degree in social or behavioral science, psychology, anthropology, sociology and counseling education.

\*Qualifying counseling degrees from a two (2) year counseling program includes: Marriage and Family Therapy, clinical counseling, Mental Health Counseling, Addiction Counseling, Gerontology, Counseling Psychology.

**Knowledge of:** In addition to the knowledge noted above for the Social Worker III, principles and practices of counseling and psychosocial assessments; physical and mental health principles and the impact on the personality; basic principles involved in the nature, growth and development of personality; principles of analysis and problem-solving methodology.\*

\*If applying for a Social Worker IV position within the Mental Health Division of Behavioral Health, there is an additional internship requirement of being registered with the State of California as an intern to practice psychotherapy while pursuing on an additional requirement of being a registered intern Must be registered with the State of California as an intern to practice psychotherapy while pursuing one of the following psychotherapy licenses, and must provide proof of registration at time of application:

- 1) Marriage, Family, Child Therapist (MFT)
- 2) Licensed Clinical Social Worker (LCSW)
- 3) Licensed Professional Counselor (LPC)
- 4) Licensed Clinical Psychologist

**Ability to:** Understand and learn the agency program, policies, and procedures; obtain facts and recognize the relevant and significant consideration; organize and maintain work detail; relate and work well with agency staff, clients and staff from other agencies; speak and write effectively. Knowledge of the current principles and best practice models of assessment and treatment, including but not limited to resiliency and recovery principles, culturally appropriate family treatment models, contemporary principles of crisis intervention; quality assurance practices and quality improvement methods; ability to provide evaluation of appropriate services offered in a variety of treatment settings. Ability to work as part of a family-driven multidisciplinary team and to participate in shared decision-making and problem-solving. Ability to interact professionally and respectfully with families including difficult, hostile or distressed individuals; act effectively in stressful situation. Ability to coordinate training experiences and interact effectively with a variety of agency partners both within and outside of Health and Human Services. Must have ability to sit for prolonged periods of time; produce written documentation by hand or computer; stand, walk, climb and descend stairs, twist, and lift and carry up to 25 pounds; use a telephone; drive a motor vehicle. Bilingual (English-Spanish) preferred.

### **Core Competencies:**

The core competencies listed below and the ability to immediately demonstrate these competencies consistent with the position's level in the department and the specific work assignment:

- **Intensity:** Goes after the goal with passion; is results oriented, and gets the job done. *Key Concepts:* Risk-taker; results-oriented; and initiative driver.
- **Ethical Behavior:** Does what is right regardless of temptations and pressures to do otherwise; upholds the public's trust; and conducts self-according to a set of principles. *Key Concepts:* Respect; trust; responsible; fair; and caring.
- **Influence:** Affects successful outcomes for the organization through the use of masterful leadership, collaboration, and a keen understanding of the organization, its goals, and the interests of all parties. *Key Concepts:* Engaged; collaborative; strategic orientation; situational awareness; organizationally savvy; inspirational; energizing-empowering; team orientation; and change agent.

- **Commitment:** Successfully builds relationships with and promotes involvement of diverse groups; considers the needs of diverse clients when developing policies and procedures related to service; works closely with diverse groups to identify and deliver services that meet their needs and the strategic objectives of the program; establishes customer service as the single purpose to which all resources are dedicated; focuses on delivering the best services possible to the public; focuses on customer needs; and is committed to public service. *Key Concepts:* Public servant; and customer service.
- **Interpersonal Skills:** Possesses and uses versatile communication styles and approaches; understands the underlying psychology of why people act as they do and changes approach to affect positive outcomes; builds rapport throughout the organization; and develops human potential. *Key Concepts:* Staff development; communication; listening; delegation; recognition; and buy-in.
- **Resiliency:** Is adaptable; takes direct action; leads by example; exhibits tenacity. This leader is ready, flexible, self-reliant, and has a reputation for finding opportunities in difficult situations. *Key Concepts:* Action-orientation; adaptability; flexibility; agility; tenacity; survivability; courage; confidence; and intuition.
- **Craftsmanship:** Rejects the "good enough for government work" attitude; takes ownership of work done and results accomplished; takes pride in delivering quality services to customers; seeks out opportunities to develop new and creative solutions and programs; imagines possibilities; defines a vision, and works to bring vision into reality. *Key Concepts:* Innovative; imaginative; inventive; pride-in-work; accountability; self-development; and self-starter.

**Special requirements:** Must possess a valid California Driver's License and must successfully complete a pre-employment background check.

**SELECTION:** Selection procedures will be determined by the number and qualifications of applicants and may include a qualification screening, written examination, and oral interview.

**APPLICATION:** **This recruitment will remain open until position has been filled.** Applications must be received at the Inyo County Personnel Department, P.O. Box 249, Independence, CA 93526. Must apply on Inyo County application form. A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. **It is not acceptable to complete the application with statements like "See/Refer to Resume" or "See Attached".** Incomplete applications will not be processed.

The County of Inyo has work sites located throughout the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancho) and the Death Valley area (Death Valley, Tecopa, and Shoshone). Positions are assigned to a work site based upon the needs of the County. Positions may be temporarily or permanently reassigned to another work site as deemed necessary by the Department Head and/or County Administration. **All positions are considered Countywide positions**, and employees are expected to report to all Inyo County work locations as needed to complete assigned work.

**REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES:** Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0377 prior to the examination process.

**CITIZENSHIP/IMMIGRATION STATUS:** Inyo County employs only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.