

Pennington County Human Services
P.O. Box 340
Thief River Falls, MN 56701-0340
218-681-2880 FAX: 218-681-7013

SOCIAL WORKER

Pennington County Human Services, Thief River Falls, MN is seeking applicants for a full-time (37.5 hour/week) Social Worker. This position is responsible for providing social work services for the protection, rehabilitation and care of children and their families involving both voluntary and non-voluntary child protective service cases including; case management, child welfare, out of home placements, investigations/family assessments. Starting wage is \$21.54/hour.

Minimum qualifications of education and experience are; (1) bachelor's degree from an accredited four-year college or university with a major in social work, psychology, sociology or closely related field, or (2) a bachelor's degree from an accredited four-year college or university with a major in any field and one year experience as a social worker in a public or private social service agency.

Applicants must apply to and be determined eligible for employment as a Social Worker by the Minnesota Merit System. Applicants may access Minnesota Merit System's on-line application center at <http://agency.governmentjobs.com/mnmeritsystem/default.cfm>. Applications for this position will be accepted by the Minnesota Merit System until 12:00 pm (noon) on 10/27/2017. For additional information contact: Ken Yutrzenka, Director, Pennington County Human Services, PO Box 340, Thief River Falls, MN 56701, Telephone 218-681-2880 Ext. 224 or by email at kcyutrzenka@co.pennington.mn.us

Pennington County is an Equal Opportunity Employer

POSITION DESCRIPTION PENNINGTON COUNTY

SECTION I: GENERAL INFORMATION

Position Title: Social Worker	Department: Human Services
Immediate Supervisor's Position Title: Social Services Supervisor	FLSA Status: Non-Exempt
Job Summary: Under the direction of the Social Services Supervisor, the Social Worker is responsible for providing professional social services to clients and families in a wide variety of program areas including child protection/welfare, child services, vulnerable adults, mental health, developmental disabilities, chemical dependency, child care and elderly services. Duties and activities include but are not limited to formulating client treatment/service plans; conducting case management activities; performing crisis intervention; referral services; assessment and family group conferences; and other social service activities in accordance with program requirements, regulations, statutes, mandates, department guidelines, procedures and data privacy requirements.	

SECTION II: ESSENTIAL DUTIES AND RESPONSIBILITIES

<ul style="list-style-type: none"> • Reviews reports and referrals regarding potential incidents and circumstances regarding the safety and well being of children and adults. <ul style="list-style-type: none"> a) Researches offender and victim history for criminal or social service involvement. b) Notifies and informs other relevant agencies of concerns and issues. c) Determines appropriate actions based on history, statute and risks in collaboration with law enforcement and other agency personnel. d) Coordinates the preparation and maintenance of social service program records, files and the preparation of social service reports. • Assesses clients to determine mental health competence/comprehension level, financial eligibility, safety, service needs, cognitive level and risk of harm to self or others. Determines if out-of-home/nursing home placement is necessary. Develops service/treatment plans to meet client needs. • Conducts intake responsibilities, addresses client needs, and intervenes in crisis situations. <ul style="list-style-type: none"> a) Addresses client crisis situations involving issues of suicide; domestic violence; lack of safe housing; inadequate food, clothing or shelter. b) Notifies and contacts mental health, medial personnel or law enforcement depending on circumstances. c) Refers individuals to other community resources (e.g. food shelves, housing support, disaster relief, etc.) or agencies that might better address their needs and problems. • Provides case management duties and responsibilities for clients requiring extended services. <ul style="list-style-type: none"> a) Prioritizes client needs and resources available to meet those needs. b) Works with clients to develop plans and goals to address client needs; monitors their progress to assure client follow through and service provisions.

- c) Makes referrals to other sources if indicated and appropriate.
- Investigates, interviews, conducts conferences, gathers, compiles and reviews information to determine proper course of actions with respect to social services.
 - a) Conducts family conferences to assist and guide families in making case plans and decisions.
 - b) Coordinates and completes forensic child abuse sexual interviews.
 - c) Provides long term care assessments for individuals who may be elderly or disabled.
 - d) Serves as a delegate of the court on guardianship and conservatorship cases.
 - e) Investigates for the court on matters pertaining to civil commitment.
 - f) Processes applications for foster home licensure. Develops and implements family foster home recruitment and training for licensure. Maintains records of license holders.
- Prepares and maintains case records and documentation in accordance with federal, state and departmental guidelines and procedures.
 - a) Prepares long term and short term care treatment plans
 - b) Prepares information and recommendations for court proceedings.
 - c) Conducts, researches and prepares social histories and reports to the court.
 - d) Testifies in court, when necessary.
 - e) Provides mandatory correspondence with other agencies and individuals regarding assessment outcomes, reporting and notification of reports received, program eligibility determinations and letters to mandated reporters.
- Serves on various task forces and/or committees or community based groups/committees.
 - a) Serves as a team member on established committees (e.g. child protection, early childhood, mental health, law enforcement, county attorney and truancy).
 - b) Attend inter-agency meetings to coordinate social services and monitoring services.
 - c) Provides training to service providers on mandated reporter requirements, child protection, program service availability, drug abuse, vulnerable adult definitions, etc.
- Performs other duties of a comparable level or type, as required.
 - a) Keeps abreast of changing development, trends and technologies in areas of expertise and responsibilities.
 - b) Attends conferences, seminars, regional meetings and services on various professional organizations.
 - c) Maintains continuing education requirements.

SECTION III: WORK REQUIREMENTS AND CHARACTERISTICS

RESPONSIBILITY FOR DIRECT SUPERVISION OF THE FOLLOWING POSITIONS	
Titles of Positions Directly Supervised	# of Employees
TOTAL	

INDIRECT SUPERVISION:	
Number of employees indirectly supervised:	Total:



EDUCATION/KNOWLEDGE REQUIREMENT: Minimum education required to perform adequately in position could reasonably be attained only by completing the following:

REQUIRED EDUCATION/TRAINING (choose one)		DEGREE INFORMATION: Type of degree: (B.S., M.A., etc.)	
	less than high school diploma	BA/BS	
High school diploma or GED.		Major field of study or degree emphasis:	
1 year college		2 years college	
3 years college	x	4 years college	
1st year graduate level		Essential knowledge and specialized subject knowledge required to perform the essential functions of the job:	
2nd year graduate level		<ul style="list-style-type: none"> • Knowledge of the fundamental, principles, techniques and trends in social services in such areas as family systems/dynamics, child development, individual/family therapy, counseling, crisis intervention, adoption issues, chemical dependency, abuse, neglect, family violence. • Knowledge of local, federal and state regulations, laws, rules, policies and procedures pertaining to program assignments. • Knowledge of interview, assessment, counseling and evaluation tools in area of specialty. • Knowledge of record keeping requirements and county administrative policies and procedures pertaining to social service programs. • Knowledge of data privacy, HIPPA and confidentiality. • Knowledge of community resources, providers and other resources within the community in areas of program responsibility. • Knowledge of general office procedures, computer operations, computer software and applications used within the agency 	
Required Work Experience in Addition to Formal Education/Training:			
No previous professional experience required as a social worker.			
LICENSE/ CERTIFICATION		Identify licenses/certification required:	
		Requires a valid driver's in the State of MN or evidence of equivalent mobility. Pass MN Merit System test for Social Worker	



**ESSENTIAL SKILLS
REQUIRED TO
PERFORM THE
WORK**

Skilled in:

- Preparing numerical, assessment, narrative management reports and/or client records/files.
- Oral and written communications.
- Establishing and maintaining effective working relationships with supervisors, providers, program participants, representatives of other governmental agencies and other professionals in the field.
- Investigating, interviewing and gathering information and documentation needed in making assessments and evaluations concerning client emotional/physical needs, issues and concerns.
- Training, instructing and coordinating the delivery of parenting, daily living, and personal financial developmental skills.
- Assessment and developing individual service plans for clients.
- Applying judgment, discretion and decision making in developing strategies and plans to best assist client needs and concerns within relevant and applicable requirements, regulations, rules and policies and procedures.
- Conducting court studies, preparing court documents and testifying in court concerning actions, findings and recommendations.
- Conducting public relations and public information activities to inform, recruit and/or support county programs and services and train service providers within the County.
- Documenting and maintaining required case management activities and requirements.
- Working with and collaborating with other care professionals, law enforcement, service providers and team members in the delivery of social/human services.
- Interviewing, assessing, counseling, evaluating, referring and/or coordinating services for clients.

HAZARDOUS WORKING

CONDITIONS: *The essential duties of the work are performed under various physical hazards or environmental conditions noted.*

Unusual or hazardous working conditions related to performance of duties:

Employees are frequently on the road performing case management responsibilities within the County involving travel to client locations, agencies or provider locations. Employees may be exposed to poor housing/housekeeping conditions or unpleasant human interactions such as exposure to clients that are hostile, violent, angry, upset, uncooperative, or clients with chemical/emotional illnesses. The potential of risks and hazards can be minimized through professional training, judgment, county risk management procedures, and the ability to adjust schedules and appointments.



PHYSICAL JOB REQUIREMENTS: Indicate according to essential duties/responsibilities

Employee is required to:	Never	1-33% Occasionally	34-66% Frequently	66-100% Continuously
Stand		X		
Walk			X	
Sit			X	
Use hands dexterously (use fingers to handle, feel)			X	
Reach with hands and arms			X	
Climb or balance	X			
Stoop/kneel/crouch or crawl		X		
Talk or hear				X
Taste or smell	X			
Physical (Lift & carry): up to 10 pounds		X		
up to 25 pounds		X		
up to 50 pounds	X			
up to 75 pounds	X			
up to 100 pounds	X			
more than 100 pounds	X			

PHYSICAL JOB REQUIREMENTS: Indicate according to essential duties/responsibilities

Physical requirements associated with the position can be best summarized as follows:

Light Work:

Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or negligible amount of force constantly to lift, carry, push, pull or otherwise move objects in the performance of the job.

SECTION IV: CLASSIFICATION HISTORY AND APPROVAL

This Position Description reflects an accurate and complete description of the duties and responsibilities assigned to the position.

Department Head's Signature

Date

Classification History:

Prepared 8/2011 by BCC.



**PENNINGTON COUNTY
TENNESSEN WARNING**

In accordance with the Minnesota Government Data Practices Act, Pennington County is required to inform you of your rights as they pertain to the private information collected from you. Private data is that information which is available to you, but not to the public. The personal information we collect about you is private.

Minnesota Statutes 13.01 to 13.87 on Government Data Practices require that you be informed that the following information which you are asked to provide on the application for employment or after employment is considered private data:

1. Name
2. Home Address
3. Home Phone Number
4. Social Security Number
5. Date of Birth
6. Conviction Record
7. Sex
8. Age Group
9. Disability Type

We ask this information for the following reasons:

To distinguish you from all the other applicants and identify you in our personnel files;
to enable us to verify that you are the individual who makes the application;
to enable us to contact you when additional information is required;
to send you notices and/or schedule you for interviews;
to determine if you meet the minimum age requirements (if any);
to conduct proper investigations if you are applying for a position;
to determine whether or not your conviction record may be a job related consideration affecting your suitability for the position you applied for;
to enable us to ensure your rights to equal opportunities;
to meet federal and state reporting requirements;
and to make processing more efficient.

The date supplied by you may be used for such other purposes as may be determined to be necessary in the administration of personnel in Pennington and the policies, rules and regulations promulgated pursuant thereto.

FURNISHING SOCIAL SECURITY NUMBERS, DATE OF BIRTH (unless a minimum age is required), SEX, AGE GROUP AND DISABILITY DATA IS VOLUNTARY, BUT REFUSAL TO SUPPLY OTHER REQUESTED INFORMATION WILL MEAN THAT YOUR APPLICATION FOR EMPLOYMENT MAY NOT BE CONSIDERED.

Private data is available only to you and to other persons in the County Office who have a bonafide need for the data, Public data is available to anyone requesting it and consists of all data furnished in the employment process which is not designated in this notice as private data.

Please acknowledge that you have read and understand the Tennesen Warning.

Signature

Date

EMPLOYMENT APPLICATION
PENNINGTON COUNTY

COUNTY COURTHOUSE

P.O. Box 616 ♦ Thief River Falls, MN 56701
(218) 683-7000

ANSWER ALL QUESTIONS – PLEASE PRINT IN BLACK INK OR TYPE

AN EQUAL OPPORTUNITY EMPLOYER, it is Pennington County's policy to provide equal opportunity in employment. The County will not discriminate on the basis of race, age, religion, national origin, marital status, disability, sex, sexual preference, status with regard to public assistance, or any other basis protected by law.

The information contained in this application is considered private data under the Minnesota Data Practices Act, and will be used only in conjunction with your possible employment. Please furnish complete information, so we may accurately and completely assess your qualifications. You may attach any other information, which provides additional detail about your qualifications for employment in the position you seek. Your application will be evaluated in comparison to the requirements for that position. As an applicant for employment, your name is considered private until you become a finalist for employment with the County. You are considered a finalist if and when you are selected and notified for a final interview.

DATE OF APPLICATION: _____

POSITIONS APPLIED FOR: _____

APPLYING FOR: Full-Time Part-Time Permanent Temporary (Seasonal)

AVAILABLE TO WORK: Weekdays Weekends Days Nights

REFERRAL SOURCE: Advertisement Friend Relative Employment Agency

Other _____

NAME: _____
Last First Middle All Prior Names

ADDRESS: _____
Street City State Zip

HOME PHONE: _____ ALTERNATE PHONE: _____

ARE YOU LEGALLY ELIGIBLE TO WORK IN THE UNITED STATES
IN THE POSITION FOR WHICH YOU ARE APPLYING? YES NO
(Proof of citizenship or work eligibility will be required as a condition of employment.)

ARE YOU AT LEAST 16 YEARS OF AGE? YES NO

ARE YOU AT LEAST 18 YEARS OF AGE? YES NO
(An applicant must be at least 16 years of age to operate dangerous equipment. An applicant
must be at least 18 years of age, to sell intoxicating beverages or to be a volunteer or paid firefighter.)

MAY WE CONTACT YOUR PRESENT EMPLOYER? YES NO

IF NO, EXPLAIN: _____

HAVE YOU PREVIOUSLY WORKED FOR THE COUNTY? YES NO

IF YES, POSITION HELD/DEPARTMENT: _____

IF YES, UNDER WHAT NAME MAY YOUR PREVIOUS EMPLOYMENT RECORDS
BE FOUND? _____

ARE YOU ON LAY-OFF AND SUBJECT TO RECALL? YES NO

CAN YOU TRAVEL IF A JOB REQUIRES IT? YES NO

DID YOU SERVE IN THE U.S. ARMED FORCES? YES NO

DESCRIBE YOUR DUTIES: _____

DO YOU HAVE ANY SPECIAL NEEDS WHICH MAY NECESSITATE
ACCOMMODATIONS IN THE APPLICATION/INTERVIEW PROCESS?
 YES NO

IF YES, PLEASE DESCRIBE THE TYPE OF ACCOMMODATION REQUESTED:

LIST ALL OTHER NAMES WHICH YOU HAVE BEEN EMPLOYED OR UNDER
WHICH YOUR EMPLOYMENT OR EDUCATION RECORDS MAY BE FOUND.

TO BE COMPLETED BY CLERICAL, ADMINISTRATIVE, AND FISCAL POSITION APPLICANTS:

Typing Ability YES NO _____ W.P.M.

Shorthand Ability YES NO _____ W.P.M.

Business Machine Experience: _____

Bookkeeping Experience: _____

TO BE COMPLETED BY LABOR AND SKILLES TRADE POSITION APPLICANTS:

Apprenticeship(s) served or trades and skills learned: _____

Capable of operating the following equipment: _____

EMPLOYMENT/VOLUNTEER EXPERIENCE

List **all** work and volunteer experience, most recent to be listed first. Include military service assignments and volunteer activities.

Employer Name: _____

Employer Address: _____

Job Title: _____

Job Duties: _____

Dates of Employment/Experience: _____

Reason for Leaving: _____

Employer Name: _____
Employer Address: _____
Job Title: _____
Job Duties: _____

Dates of Employment/Experience: _____
Reason for Leaving: _____

Employer Name: _____
Employer Address: _____
Job Title: _____
Job Duties: _____

Dates of Employment/Experience: _____
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Employer Name: _____
Employer Address: _____
Job Title: _____
Job Duties: _____

Dates of Employment/Experience: _____
Reason for Leaving: _____

If you need additional space, please continue on a separate sheet of paper. Although you must fully complete this application, you may also include a job resume or other description of your work, volunteer and personal experiences which are relevant to this position.

LICENSURE

List current licenses, registrations, or certificates relevant to the position for which you are applying.

<u>License/No.</u>	<u>Issued By</u>	<u>Date</u>	<u>Expirations</u>
_____	_____	_____	_____
_____	_____	_____	_____

All applicable licenses or certifications must be received in the Personnel Office prior to employment commencing. If hired, you remain responsible for ensuring that all applicable licenses remain in effect.

EDUCATION

Include high school and/or institution GED and any additional education/courses taken. Do not list dates attendance for high school. List most recent first.

Name of School: _____
Address of School: _____
Degree/Diploma Received: _____
Major/Minor: _____
Dates of Attendance: _____

Name of School: _____
Address of School: _____
Degree/Diploma Received: _____
Major/Minor: _____
Dates of Attendance: _____

Name of School: _____
Address of School: _____
Degree/Diploma Received: _____
Major/Minor: _____
Dates of Attendance: _____

Name of School: _____
Address of School: _____
Degree/Diploma Received: _____
Major/Minor: _____
Dates of Attendance: _____

List/describe any other training and/or experience relevant to the position for which You are applying: _____

REFERENCES

Theses should be people in a position to discuss your qualifications for the position you seek. Include especially managers, directors, or heads of departments under whom you have worked. Indicate any who are related to you. The County reserves the right to contact all prior employers, educational institutions or institutions where you have volunteered in addition to references listed below.

Name of Reference: _____
Address: _____
Phone Number: _____ Title: _____

Name of Reference: _____
Address: _____
Phone Number: _____ Title: _____

Name of Reference: _____
Address: _____
Phone Number: _____ Title: _____

CRIMINAL BACKGROUND INFORMATION

The County may conduct a criminal background check on individuals upon making a contingent job offer. Please refer to the job description for this position to determine if such a check will be conducted. If the job description states that a criminal check will be conducted, no offer of employment shall become final until receipt of the results of the criminal background check from the BCA, the content of which is acceptable to the County, and formal approval by the appointing authority.

VETERAN STATUS

Are you an honorably discharged veteran of the armed forces of the United States?

Or are you otherwise eligible to claim Veteran's Preference Points? YES NO

Do you wish to claim Veteran's Preference Points? YES NO

If you are a disable veteran and wish to claim additional points, please check here. ____

Proof of applicable military status/eligibility, such as a DD214 form, will be required in order to claim credits. Please attach DD214 form or forward it within five (5) business days.

PRIOR EMPLOYMENT

Have you ever been discharged or forced to resign from prior employment? _____

If so, identify the employer and described the circumstances:

PERSONAL STATEMENT

Please indicate why you are interested in the position and what you hope to accomplish if selected: _____

UNEXCUSED ABSENCES FROM WORK

How many days were you inexcusably absent from work during the preceding three (3) Years other than absences due to illness or injury of you or your immediate family? _____

CERTIFICATION, ACKNOWLEDGEMENT AND RELEASE

I, certify, that the answers I have given on this application are true and correct to the best of my knowledge. I understand that any false or misleading information provided, or any omission or concealment of facts, will disqualify me from consideration for employment, and constitutes grounds for my immediate dismissal should I be employed by the County.

I understand, acknowledge, and agree that no offer of employment is valid or binding until formal approval by the County Board or the appointing authority referenced in the job description and that until such approval the County shall not be liable for any reliance on any oral or written offers of employment made to me.

In connection with this application **I hereby authorize** any and all current and former employers, organizations where I have volunteered ("volunteer organizations") and references named in this application, or any agent of such a current or former employer or regarding organizations, to release to the County and its agents any and all information regarding my job performance and fitness/qualifications to perform the position I am presently seeking and any other employment or related information, both public and private, in their possession. I understand that the County will use this information to determine my fitness/qualifications for the position I am seeking. This authorization expires one year from the date of my signature below.

I hereby release the County and all current and former employers, volunteer organizations and references listed herein and any and all agents acting on behalf of said County, former employers, volunteer organizations or references, for any and all liability of whatever nature by reason of requesting or providing such information.

Date _____

Signature _____

(Do not Print)

*** Notice to Applicant:** If you do not agree with any portion of the acknowledgement, certification, authorization and release, cross out that section and initial it.