

CLINICAL SOCIAL WORKER

Work in this class involves providing intensive social work services in serious and complicated cases which require the flexible use of a wide range of highly skilled casework, groupwork, and community organization techniques in the psychosocial rehabilitation and adjustment of persons with severe physical illnesses, developmental disabilities or complex mental, emotional, and behavioral disorders. Services are provided in a variety of settings including local Division of Mental Health, Health and Social Services agencies, Developmental Evaluation Centers, correctional facilities, teaching hospitals, medical schools, juvenile training centers, and state institutions. Work may involve in-depth assessment of family dynamics and needs, assessment and treatment of patients and or families with acute to severe emotional disorders, developmental disabilities and mental illnesses; or advanced social work intervention, instruction, and research in a teaching hospital. Employees supervise and train lower level social workers, students, or medical interns. Employees report to clinic managers, program directors, or unit supervisors.

I. DIFFICULTY OF WORK:

Variety and Scope - Employees provide individual, group, or family therapy and counseling for patients and relatives, engage in play therapy and intensive counseling with emotionally disturbed clients, serve as therapist or co-therapist in treatment of clients. Work includes complex assessment, diagnosis, and independent selection and use of varied in-depth therapies in the treatment of patients with various acute/severe mental or emotional disorders and related community liaison and education. Employees may also be involved in explaining diagnosis and treatment alternatives to patients and families, participating in education endeavors for physicians, psychologists, nurses, other health disciplines, students and social work interns, and participating in research activities.

Intricacy - Employees use considerable judgment in conducting individual assessments/diagnosis, selecting and providing treatment techniques and/or dealing with psychosocial aspects. Employees provide in-depth assessment of family dynamics, intensive counseling with emotionally disturbed, physically ill or developmentally disabled clients and their families, and provide in-depth therapy with complex cases. Employees may refer the most severe cases such as severe phobias or unusual violence patterns and borderline diagnoses to a higher level social worker or therapist. Consultation and education to other staff and community professionals are done primarily for joint case education to other staff and community professionals primarily used for joint case planning and information purposes, but some didactic consultation may be involved.

Subject Matter Complexity - Work requires a thorough understanding of social work assessment techniques and treatment approaches including crisis, supportive, insight oriented and behavioral interventions, Considerable knowledge of legal and administrative aspects of programs. May require knowledge of medical diagnoses, treatment alternatives, and disease pathophysiology, biopsychosocial, adaptive, and coping responses to illness.

Guidelines - Include state and federal laws and regulations, JCAHO standards, professional ethics, theories of standard methods and procedures, and quality assurance standards. Employees may participate in development of new theories or adaptation of techniques in the field of social work.

II. RESPONSIBILITY:

Nature of Instructions - Work is jointly planned with other members of multi-disciplinary team or supervisors. Assessment and intervention are performed with considerable independence. Medication issues are referred to physicians and legal precedents are utilized in some settings.

Nature of Review - Work is reviewed by unit supervisor, program manager, or higher level practitioner, usually on a general basis except for review of sensitive and legal situations.

Scope of Decisions - Directly affect clients, their families, care providers/facilities and community agencies, depending on caseload.

Consequence of Decisions - Assessments, service/treatment decisions affect the safety and well being of clients and their families, or care providers.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Includes clients and families, a variety of professional disciplines, community agency groups, court officials, and may include students, interns, or residents.

Nature and Purpose - To determine extent of mental or physical illness and facilitate placement; provide counseling to alleviate family crises, and to facilitate adaptive coping responses. Communication may also provide expert opinions to legal officials or medical staff and provide didactic experiences for students, residents, or interns. Participate in community organization and education efforts and consult with various public and private agencies on psychosocial problems in the community.

IV. OTHER WORK DEMANDS:

Work Conditions - Employees work in settings which range from clinics, hospitals, or offices, but may involve visits in client's home or contacts in institutions or correctional facilities.

Hazards - Includes contacts with clients and/or family members who may be hostile, resistant, and violent.

V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Thorough knowledge of social work principles, techniques, and practices, and their application to complex casework, groupwork, and community problems. Considerable knowledge of a wide range of behavior and psychosocial problems and their diagnosis and treatment. Considerable knowledge of family and group dynamics, a range of intervention techniques, governmental and private organizations, resources in the community, laws, regulations, and policies which govern the program, methods and principles of casework supervision and training. In certain settings, considerable knowledge of medical terminology, disease processes and their treatment as they relate to decisions regarding clinical interventions and appropriate therapies based on medical or psychological diagnosis. Skill in establishing rapport with a client and in applying techniques or assessing psychosocial, behavioral, and psychological aspects of client problems. Ability to supervise, train, or instruct lower-level social workers, students, or interns in the program; ability to establish and maintain effective working relationships with members of case load and their families as well as civic, legal, medical, social, and religious organizations. Ability to express ideas clearly and concisely and to plan and execute work effectively.

Minimum Education and Experience Requirements - Master's degree in social work from an appropriately accredited institution and two years of supervised social work experience as required by the North Carolina Social Work Certification and Licensure Board.

Minimum Education and Experience Requirements for Trainee Appointment – Master's degree from an appropriately accredited school of social work.

Necessary Special Qualification Requirements - One must fulfill all requirements for Licensure in North Carolina as a Licensed Clinical Social Worker as required by the North Carolina Social Work Certification and Licensure Board.

Special Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.