



Vision Vitality Variety
County of Vance
Employment Opportunities

Vance County Human Resources
122 Young Street, Ste B
Henderson, NC 27536
Phone: (252) 738-2004
Fax: (252) 738-2039
Hours: 8:30 A.M. – 5:00 P.M. Monday – Friday

Effective January 1, 2009, Vance County will **only accept applications** for **positions** for which we are **actively recruiting below or in the media**. If you are interested in a position that is not being advertised, you may come in to our office and complete an Applicant Interest Card for future openings.

If you are interested in any of the following openings, please complete a Vance County application and submit to the above address. A County Employment Application is available at www.vancecounty.org. A resume may be submitted with your application. All applicants are subject to pre-employment drug testing.

This Employer Participates in E-Verify. Este Empleador Participa en E-Verify.

Vance County is an Equal Opportunity Employer

UPDATED January 25, 2012

Department: Social Services
Position Title: Social Worker III – Foster Care (Re-advertised)
Salary Range: \$35,376 - \$37,152
Application Close Date: February 10, 2012

Minimum Training and Experience Requirements: Master's degree in social work from an accredited school of social work; Bachelor's degree in social work from an accredited school of social work and completion of the Child Welfare Collaborative (Child Welfare positions only); Bachelor's degree in social work from an accredited school of social work and one year directly related experience; Master's degree in counseling in a human services field and one year of social work or counseling; Bachelor's degree in a human services field from an accredited college or university and two years directly related experience; Bachelor's degree from an accredited college or university and three years of directly related experience. **MUST HAVE VALID DRIVER'S LICENSE.**

**Directly related experience is defined as human services experience in the areas of case management, assessment and referral, supportive counseling, intervention, psycho-social therapy and treatment planning.*

Knowledge, Skills, & Abilities: Thorough knowledge of social work principles, techniques, and practices, and their application to complex casework, group work, and community problems. Considerable knowledge of a wide range of medical, behavioral, and/or psychosocial problems and their treatment theory. Considerable knowledge of family and group dynamics and a range of intervention techniques, governmental and private organizations, and resources in the community, laws, regulations, and policies which govern the program. General knowledge of the 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's 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.

Job Description/Duties: Employee is responsible for foster care and adoption case management services to families and children in accordance with state and federal standards and law. Intake responsibilities and after-hours coverage are additional responsibilities on a rotating basis as well as other duties as assigned.

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**Department:** Social Services

**Position Title:** Social Worker IAT – Children's Services (**NEW**)

**Salary:** \$36,972 - \$38,820

**Application Close Date:** **January 27, 2012**

**Minimum Training and Experience Requirements:** Master's degree from an accredited school of social work and one year of social work experience; or a Bachelor's degree from an accredited school of social work and two years of social work or counseling experience; or Master's degree in a counseling field and two years of social work or counseling experience; or a four-year degree in a human services field or related curriculum and three years of social work or counseling experience; or graduation from a four-year college or university and four years of experience in rehabilitation counseling, pastoral counseling or a related human service field providing experience in the techniques of casework, group work or community organization; or an equivalent combination of training and experience. One year of work experience can be credited for completion of the social work collaborative.

**Knowledge, Skills, & Abilities:** Thorough knowledge of social work principles, techniques and practices and their applications to complex casework, treatment, and investigation of abuse or neglect of children; thorough knowledge of policies and procedures as evidenced by the ability to cite the authority of federal and state law; thorough knowledge of individual and group behavior, family dynamics, and medical, behavioral and/or psychosocial problems and their treatment theory. Considerable knowledge of governmental and private organizations and resources in the community. Ability to interact and motivate a resistant involuntary client population and the public who may not agree with the laws, rules or policies of the process or the programs; ability to prepare documentation such as written investigative reports for the court, case records and treatment plans; ability to testify as an expert witness; ability to employ advanced case management interview techniques to establish a supportive relationship and involve families in the initial assessment for the need of services; ability to quickly assess the risks and safety of the client environment during daylight hours, after dark and in high crime areas; ability to employ expert negotiation skills in the most complex cases; ability to analyze and assess child development safety issues in relation to risk factors; ability to analyze tense family situations and make decisions about removing children when the decision has to be made with limited direct information and limited access to consultation; ability to communicate effectively and establish supportive client relationships. Ability to perform manual work exerting up to 50 pounds of force occasionally and/or up to 10 pounds of force constantly to move objects.

**SPECIAL REQUIREMENT:** Proficiency desired in Typing, Word, and Computer knowledge. Submit college transcript with Vance County application; must have valid driver's license.

**Job Description/Duties:** The Social Worker IAT position is responsible for the investigation/assessment and treatment of children and families based on allegations that are reported to Child Protective Services. The worker is responsible for the development and implementation of intervention plans and safety plans; must be able to talk directly, simply and precisely to the clients; must be innovative, creative, and flexible in his/her approach with the child; must be able to express self clearly to the court, lawyers, and others.

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Department: Detention Center

Position Title: Detention Officer I
Salary Range: \$24,876 - \$26,124 (DOQ)
Application Close Date: Open Until Filled

Minimum Training and Experience Requirements: Completion of high school supplemented by courses in law enforcement or detention; or an equivalent combination of training and experience. **CERTIFICATION/EXPERIENCED AS A DETENTION OFFICER PREFERRED.**

Knowledge, Skills, & Abilities: Working knowledge of federal, state, and local laws pertaining to inmate sentencing pretrial conditions, and release; working knowledge of policies and procedures covering inmate security, classification, care and discipline; ability to exercise sound judgment in routine and emergency situations; ability to work in a hazardous and confining work environment; ability to deal tactfully and firmly with inmates and the public; ability to prepare and maintain accurate records; ability to maintain effective working relationships with supervisor, other employees, and the public; ability to actively listen to inmate conversations and sounds in the facility and exercise judgment in determining potential security problems.

Special Requirements: Applicant must be able to pass a physical examination; meet the minimum standards set by the State of North Carolina for jail personnel; must be at least 21 years old.

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**Department:** Fire & EMS  
**Position Title:** Paramedic/Firefighter (NEW)  
**Salary Range:** \$31,008  
**Application Close Date:** Open until Filled

**Minimum Training and Experience Requirements:** High School diploma, current NC EMT-Paramedic certification with adequate continuing education hours, BCLS, ACLS, PALS/PEPP, PHTLS/BTLS certifications required. Minimum one year field experience as a EMT-Paramedic credentials are a plus. Must have a valid driver's license, pass pre-employment drug screen, criminal and driving record check & assessment center evaluation that includes skills testing and oral boards prior to an offer of employment.

**Job Description/Duties:** Respond to emergency and non-emergency calls.

**END**

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