

## HUMBOLDT COUNTY

SOCIAL WORKER IV A, B, C, D  
DESCRIPTIONS**DEFINITION OF  
SOCIAL WORKER IV  
LEVELS**

Social Worker IV is the highest classification in the Social Worker series. Incumbents at the Social Worker IV, A and B range perform casework of an advanced nature in the most complex social services areas. The casework typically requires the application of high level and sophisticated social service expertise and techniques. Incumbents at the Social Worker IV, C and D ranges additionally may perform professional level assessment, diagnosis, group, family and individual therapy, and consultation.

**MINIMUM  
QUALIFICATIONS**

**SOCIAL WORKER IV, A and B:** A master's degree in Social Work (MSW) or master's degree from a two year counseling program from an accredited college or university.

**SOCIAL WORKER IV, C:** A valid Intern Registration Number from the Board of Behavioral Sciences, and ability to practice as an Associate Clinical Social Worker (ASW) or Marriage and Family Therapist Intern (MFTI) in the State of California.

**SOCIAL WORKER IV, D:** A valid license from the Board of Behavioral Sciences to practice as a Licensed Clinical Social Worker (LCSW) or Marriage and Family Therapist (MFT) in the State of California, or a valid license or waiver to practice as a Clinical Psychologist in the State of California.

**KNOWLEDGE  
AND ABILITIES****Knowledge of:**

- Socio-economic conditions and trends.
- Basic principles of individual and group behavior.

- Current issues in the field of social welfare.
- Principles of interviewing and problem-solving methodology.
- Social service research methods.
- Public welfare programs on the Federal, State, and local levels.
- The general principles of public assistance policies and programs.
- Principles and techniques of interviewing and recording of social casework.
- Laws, rules, and regulations governing the operation of the public welfare agency.
- Computer terminology and computer keyboard arrangement.
- Community organizations and social problems requiring the use of public and private community resources.
- Basic principles involved in the development and implementation of personality and in-group processes.
- Current problems and methodology in the field of public social services.
- Physical and mental health and impact on personality.

**Ability to:**

- Understand and carry out Department programs, policies, and procedures.
- Obtain facts and analyze information, drawing sound conclusions.
- Gather, organize, analyze, and present a variety of data and information.
- Prepare clear, concise, and accurate records and reports.
- Effectively represent the Social Services Department in contacts with clients, the public, community organizations, and other government agencies.
- Communicate effectively both orally and in writing.
- Develop skills in interviewing people, making interpretations and recording information.
- Establish and maintain client rapport of an individual basis.
- Analyze situations and adopt effective courses of action.
- Maintain the confidentiality of case records.

- Establish and maintain cooperative working relationships.
- Work within a community setting and effectively use appropriate resources and services.
- Apply the principles of child psychology and family relationships, evaluate personal and psychological factors in the child and/or family's situation.

## **COMPENSATION**

### **Level A**

This is the starting range for the Social Worker IV classification.

### **Level B**

Social Worker IVs shall be appointed to this range upon written certification by the appointing authority that the employee has satisfactorily completed one year performing Social Worker IV level work.

### **Level C**

Social Worker IVs shall be appointed to this range upon meeting the criteria for Range B or upon completion of equivalent experience, **and** upon possession of a valid intern registration number from the Board of Behavioral Sciences, as an Associate Clinical Social Worker (ASW) or Marriage and Family Therapist intern (MFTI) in the State of California. Social Workers in this range must obtain an appropriate license to practice as a Licensed Clinical Social Worker, Marriage and Family Therapist, or Clinical Psychologist in the State of California within six years following registration as an intern.

### **Level D**

Social Worker IVs shall be appointed to this range upon meeting the criteria for Range B, or upon completion of equivalent experience, **and** upon possession of a license issued by the Board of Behavioral Sciences, to practice as Licensed Clinical Social Worker (LCSW), Marriage and Family Therapist (MFT) in the State of California, or a license or waiver to practice as a Clinical Psychologist in the State of California.

## DUTY STATEMENT – SOCIAL WORKER IV, C

In addition to the duties of the Social Worker IV, B, Social Worker IV, C typical duties include:

- Mental health evaluation of parents and/or children including, but not limited to, parenting assessments and bonding assessments.
- Individual, group, or family treatment for children and/or parents.
- Participation in case conferences and consultation with social work staff to review cases and recommend service plans, rehabilitative services and case management options.
- Participation as a member of a multi-disciplinary treatment team providing clinical input related to diagnosis and service plans for children with Serious Emotional Disturbance (SED).

Board of Behavioral Sciences related activities of Social Worker IVs at the C level are performed under supervision of a Social Worker IV, D with two years post licensure experience, and in accordance with Board of Behavioral Sciences regulations. Duties are assigned to broaden and deepen professional experience in assessment, development of treatment plans, and group and individual therapy.

## DUTY STATEMENT – SOCIAL WORKER IV, D

In addition to the duties of the Social Worker IV, B, Social Worker IV, D typical duties include:

- Clinical supervision of Social Workers with bachelor's or master's degrees and/or Associate Clinical Social Worker or Marriage and Family Therapist interns.
- In accordance with law and/or contract with the County Mental Health Department, to provide Mental Health related services to children, adults, and families within the scope of licensure.
- Provide courtroom testimony related to Department of Social Services clientele and issues.
- Does program planning to develop and implement services appropriate to assisting child and adult Department of Social Services clientele.
- Mental health evaluations of parents or children including but not limited to parenting assessments and bonding assessments.
- Group, individual, and family psychotherapy for Department of Social Services clientele.
- Participation in case conferences and consultation with non-licensed Social Worker staff for the purpose of recommending service plans, rehabilitative services and case management options.