

SOCIAL WORK SPECIALIST SENIOR - HUMAN SERVICES

KIND OF WORK:

Advanced, highly specialized professional social work.

NATURE AND PURPOSE:

Under limited or administrative supervision employees in this class provide a full range of professional clinical social work services including diagnosis, treatment and prevention of mental and emotional disorders to clients within the state system and/or their families and other affected/interested parties. They are actively involved as members of the multi-disciplinary team and provide recommendations for complex treatment and/or discharge plans. They provide therapeutic counseling services * (e.g., psychotherapy or cognitive therapy etc.), case liaison services and consulting services internally and externally to community and governmental agencies. They serve as technical and programmatic experts within already specialized niches of social work. They are able to and may provide social work practice direction to other advanced level social workers. Employees perform other related work as required.

A major differentiating factor between the Social Work Specialist and the Social Work Specialist Senior – Human Services classification is providing individual and/or group therapy according to the definition in the Social Work Practice Act. Although defined leadership responsibilities may be included in some of the job responsibilities in the Social Work Specialist class, leadership is absolutely essential and is an integral part of a position in this class.

Incumbents must have sufficient grasp of involved practices and precedents or of advanced principles for the social work field of knowledge, needed to conduct and improve work processes. Incumbents must assume a high degree of clinical, administrative and program supervision and consulting /coordinating responsibility in a social work field or program for a facility or agency. Incumbents operate within clearly defined agency/facility policies and principles within the discipline and have significant technical latitude which is sufficient to ensure the dependable, regular use of professional skills in independent or autonomous practice.

* As defined in the Social Work Practice Act and used by Minnesota Board of Social Work.

EXAMPLES OF WORK: (A position may not include all the work examples given nor does the list include all that may be assigned.)

Evaluates social service client needs for serious and complex cases to provide recommendations to the multi-disciplinary team for admissions, treatment and discharge by interviewing, collecting, reviewing and synthesizing divergent information and client data using advanced clinical social work knowledge base.

Collaborates and consults with and to the multi-disciplinary treatment team so that an appropriate care plan is developed for clients who suffer from serious and persistent disorders by using advanced clinical skills as the social work practice expert in complex environments.

Counsels clients so that they are better able to cope with problems by instructing, coaching, modeling, mediating, providing feedback and assisting with problem solving.

Diagnoses and treats the emotional and mental disorders of clients so that client social functioning is enhanced, restored and maintained by using clinical social work knowledge base and therapeutic modalities as approved by the Minnesota Board of Social Work.

Develops and evaluates complex treatment interventions for specialized client populations so that information is available to the multi-disciplinary team for analysis and decision making by synthesizing knowledge of characteristics of client population, counseling and therapy techniques, baseline data, analysis, intervention goals and client response to treatment.

Documents assessment, service recommendations, services rendered, client outcomes and service revision recommendations so that social service records are accurate and adequate.

Coordinates and arranges complex discharge planning and aftercare for clients so that appropriate client placements are implemented despite competing and conflict laden perspectives and limited options by collecting and disseminating information, advocating, mediating, negotiating and using knowledge of resource alternatives and legal parameters.

Negotiates and mediates among deeply opposed persons and groups so that client needs are met by using advocacy and negotiation skills, diplomacy, knowledge of legal parameters and community resource alternatives.

Furnishes expert testimony and/or reports to the Courts, Special Review Board, Supreme Court Appeal Panel and other administrative bodies regarding clients and client conditions so that informed decisions can be made.

Consults with social worker peers and mentors Bachelors of Social Work graduates and Masters of Social Work graduates and other social workers incumbents who are working with complex client conditions and needs or in unique programs to increase competency and improve skill by using explanation, demonstration and feedback and offering recommendations.

Consults, advises and educates staff, families, clients and/or community service providers to facilitate enhanced system response to client care needs so that clients and families understand and/or use the options and services available to them by using clinical social work knowledge base, knowledge of client population needs and hospital and community resources.

Recommends revisions and/or develops social work programs, policies and procedures so that client care is maintained and improved by assessing, evaluating and/or reviewing current standards of practice, clinical care and regulatory standards.

Develops, implements and monitors social service process improvement projects using professional knowledge bases and knowledge of continuous quality improvement methodology and principles.

May clinically supervise Social Workers, Social Worker Seniors and/or Social Work Specialists to obtain advanced level of licensure (including the Licensed Independent Clinical Social Worker license) by providing professional clinical guidance and evaluation.

Represents the department, facility and/or program in leadership activities so that programs are developed and the quality of programs and services are continuously improved by active involvement and participation in committees, initiatives or projects.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of:

The social work content area sufficient to expertly develop, implement and administer complex social services programs for clients and their families.

The social work field sufficient to teach and effectively communicate social work practice and advanced theory to professionals within the discipline of social work and in other disciplines.

At least one method of professional practice and thorough knowledge of general social work methods sufficient to expertly assist clients in problem resolution.

Disciplines that are not exclusively/expressly associated with the discipline of social work such as, but not limited to, psychology, psychotherapy, research, teaching, and program development/administration.

The client population(s), corresponding service delivery systems and available community resources associated with the field or program for the specific position.

Individual and group therapeutic techniques sufficient to expertly diagnose and treat client conditions.

Individual, family and group process therapeutic intervention techniques sufficient to develop, and evaluate complex treatment interventions and provide program leadership.

Crises intervention theories and techniques sufficient to meet the needs of the client population and provide leadership within the specialized discipline or program area.

Local, state, and federal laws and regulations and department rules and policies affecting social and health services sufficient to thoroughly understand how they affect the client and other internal and external stakeholders.

Ethical standards and practices of professional social work.

Theories and methods of psycho-social assessment in order to provide leadership within the specialized treatment/program area.

Concepts of clinical supervision of social work practice in order to provide effective clinical guidance and evaluation.

Skill in:

The use of therapeutic treatment modalities to provide treatment for mental and emotional disorders.

Providing leadership for major and complex social services programs with technical independence within a facility/agency or program.

Ability to:

Determine differential treatment objectives for clients with complex needs and provide treatment to overcome major problems involving social dysfunction and/or behaviors which cause severe risk to the client or others.

Establish and maintain effective working relationships with other staff, clients and community groups.

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Effectively communicate the principles of social work practice and of a specific discipline with the practice of social work.

Provide effective, professional social work training and clinical supervision.

Negotiate and mediate among deeply opposed persons and groups such as individual members of treatment teams, client family members and external service providers or resources.

Est.: 10/95

Rev.:

Chkd: 12/03

Title Change: 8/96

Former Title: Social Worker Specialist Senior