

## Florence Crittenton Services

### Who we are

Founded in 1903, Florence Crittenton Services of North Carolina is a non-profit organization that provides maternal, family care and life skills services for girls and women who have experienced trauma. We're nationally accredited and guided by a trauma-informed model of care to make our clients feel safe, supported and empowered. We exist to help every girl and woman who walks through our doors realize a better tomorrow. Our five core values that drive our service delivery are: Compassion, Respect, Inclusion, Accountability and Hope.

### Working here

FCS employees, along with our community partners and volunteers play an integral part in our success. Our employees are here because we care about our clients more than they may even care about themselves. As an FCS employee, you will help to create positive outcomes, guiding clients toward a better path and helping them stay on it, even when the journey gets difficult.

We deliver our services with a trauma-informed approach using the ARC framework. As a member of our team you will receive ARC training to develop an understanding of the impact that trauma and adversity have on our clients. We work as a team using a shared language and structure for providing our services to address these trauma-related impacts to help our clients thrive and realize a better tomorrow.

Here are some of the many ways our employees help girls and women realize a better tomorrow:

- Building a foundation of self-esteem
- Creating stable, sustainable family units
- Ensuring healthy delivery and baby
- Overcoming trauma to achieve self-sufficiency
- Keeping mothers and children together
- Facilitating positive future outcomes

Working at FCS provides you with the opportunity to make a difference in the lives of girls, women and children in a unique working environment. Benefits include complimentary meals during your shift, on-site fitness room, and many opportunities to attend valuable training to enhance your personal and professional development.

**Job Title:** Social Work Supervisor

### General Description of Duties:

The Social Work Supervisor is responsible for the supervision and training of the social work staff and providing guidance and support to the residential team on social work issues.

### Line of Authority:

The Social Work Supervisor reports directly to the Program Administrator.

### Job Classification:

Full time, exempt

### Specific Duties and Responsibilities:

- Supervises social work team which includes case assignment, establishing performance objectives and conducting regular supervision and performance reviews.

- Participates in weekly Treatment Team clinical meetings to assist in development, implementation and revision of individual treatment plans; monitors progress toward treatment goals.
- Coordinates and supervises interns in field placement.
- Trauma focused treatment planning incorporating resident, family, and direct service staff input.
- Trauma informed individual, group, and family counseling and Assessment using motivational interviewing skills.
- Coordination of continuum of care for each resident.
- Consultation with direct service staff regarding resident issues.
- Participation in developing and implementing program needs including ARC program.
- Complete paperwork responsibilities including assessment, treatment plan, progress notes, and discharge summaries.
- Participate in the documentation committee that audits charts for quality assurance and improvement purposes.
- Participate in the PQI Committee which reviews agency policies, paperwork, and general issues and develops ways to make things work more efficiently.
- Lead social work responsibilities for all residential programs.
- Provide support for foster care clients during court sessions.
- Intervenes in problem behaviors by utilizing crisis intervention and redirection skills.
- Participates in a minimum of 24 hours of continuing education activities annually
- Attend meetings as appropriate and meet regularly with supervisor to exchange pertinent information and receive supervision
- Maintains professional ethics as outlined in the NASW code of ethics.
- Other duties as assigned.

**Minimum Qualifications/Requirements:**

- Experience in a residential program, mental health program, group home or mobile crisis program.
- Experience in training and supervising staff.
- Must have clean driving record and valid driver license.
- Must be able to work as part of a team.
- Must be able to be on-call on a rotating basis.
- Must be CPR certified within 30 days of hire.
- Commitment to Florence Crittenton Services' mission, goals and values.

**Education:**

MSW degree from an Accredited School of Social Work.

**How to apply:**

Email a cover letter and resume to [alee@fcsnc.org](mailto:alee@fcsnc.org). Include a comment as to why Florence Crittenton Services is of interest to you.

**Florence Crittenton Services is an Equal Opportunity Employer.**