



AN EQUAL OPPORTUNITY EMPLOYER  
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

ANNOUNCES AN **OPEN RECRUITMENT** FOR:

**SOCIAL WORKER IV**  
**Application Deadline: Open until Filled**

**DEPARTMENT:** Health and Human Services  
**LOCATION:** Bishop, CA  
**SALARY:** Range 69 \$3923 \$4117 \$4324 \$4538 \$4761\*\*

**\*\*BENEFITS:** CalPERS Retirement System (2% at 55); employee contribution of 7% paid by Inyo County (EPMC reported as wages). Medical Plan – Employee responsibility for employee and dependent monthly premium on PERS Choice plan is 1% of base salary; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

**DEFINITION:** Under the general supervision of the Behavioral Health Director, provides an advanced level of counseling and casework with mentally ill and/or substance abusing adults and children. This work requires the application of high level and sophisticated social services and counseling expertise and techniques.

**ESSENTIAL JOB DUTIES:** As a member of Health and Human Services treatment teams, provide both scheduled and crisis-orientated evaluations of clients experiencing mental/emotional and/or substance abuse problems; develops appropriate treatment coordination plans; conducts individual, group, conjoint, and family counseling and casework with children, adults, and their families, in home-based and community-based settings; provides 24-hour crisis response services in a rotation with other staff, participates in staff meetings, interagency case conferences, peer review, and quality assurance meetings, maintains documentation in a timely manner and in accordance with local, state, and federal laws and regulations; does related work as required.

**EMPLOYMENT STANDARDS**

**Education/Experience:** Master's Degree in social work, counseling or related field, AND must be registered with the State of California as an intern to practice psychotherapy while pursuing one of the following psychotherapy licenses:

- 1) Marriage, Family, Child Therapist (MFC)
- 2) Licensed Clinical Social Worker (LCSW)
- 3) Licensed Clinical Psychologist;

AND either:

- 1) one year performing duties comparable to a Social Worker III in a public human service agency, OR
- 2) two years casework experience in a public or private human service agency.

**Knowledge of:** Effective trust-building and intervention strategies with difficult clients, human service employees, and agencies involved with same clientele; principles of interviewing and problem-solving and intervening with persons with addictions and/or mental health issues; effective collaborative relationship-building.

**Ability to:** Understand and learn the agency program, policies, and procedures; obtain facts and recognize the relevant and significant considerations; organize and maintain work detail; relate and work well with agency staff, clients, and staff from other agencies; speak and write effectively; establish and maintain client rapport; analyze situations and adopt effective course of action; apply existing laws, rules and regulations; demonstrate skill in the more difficult casework areas; accept and use supervision; apply principles of psychology and family relationships; evaluate personal and psychological factors in the family's or adult's situation; act effectively under stressful situations; must have ability to sit for prolonged periods of time, produce written documentation by hand or computer, and stand, walk, twist, and lift and carry up to 15 pounds, climb and descend stairs.

**Special requirements:** Must possess a valid California Driver's License; must successfully complete a pre-employment background check and physical examination, including drug screen. Bilingual skills (Spanish-English) preferred.

**SELECTION:** Selection procedures will determined by the number and qualifications of applicants and may include a qualification screening, written examination, and oral interview.

**APPLICATION:** **This recruitment will remain open until position has been filled.** Must apply on Inyo County application form. A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. **It is not acceptable to complete the application with statements like "See/Refer to Resume" or "See Attached".** Incomplete applications will not be processed. Applications may be faxed to meet the deadline—original application with original signature must be mailed.

**THIS RECRUITMENT WILL ESTABLISH AN ELIGIBILITY LIST THAT WILL BE USED FOR ONE YEAR IN FILLING COUNTYWIDE VACANCIES THAT MAY OCCUR IN THIS JOB CLASSIFICATION AND SALARY RANGE.**

**REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES:** Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0377 prior to the examination process.

**CITIZENSHIP/IMMIGRATION STATUS:** Inyo County employs only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.

The County of Inyo has work sites located throughout Inyo County in the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancho) and the Death Valley area (Death Valley, Shoshone, and Tecopa). Additionally, the County of Inyo has work sites located in Mono County. Positions are assigned to a work site based upon the needs of the County. The Department Head may temporarily or permanently reassign positions to another work site as deemed necessary.