

## SOCIAL WORK CLINICAL SPECIALIST

Work in this class involves independently providing comprehensive assessments and varied therapies and social work services in clinical settings or specialized social services programs to clients and/or families with severe medical or emotional problems and/or psychosocial mental illness. Services include complex assessments, independent selection and use of varied/in-depth therapies for complex cases involving sexual abuse, suicide, and multi-problems frequently requiring on-going and intensive treatment. Work may include serving as the designated clinical consultant by providing clinical supervision to staff and may include administrative supervision of lower level staff. Work often includes representing the social work program in contacts with other agencies, serving on local committees, providing didactic community consultation and education, and serving as expert witness in court hearings. Work at this level includes duties and responsibilities described at the Social Worker III level but is differentiated from that class by the high degree of independence, assigned responsibility for clinical/technical supervision of agency staff, or significant education or technical guidance to professionals within the agency or community. Employees report to clinic managers, program directors or unit supervisors.

### I. DIFFICULTY OF WORK:

Variety and Scope - Employees provide in-depth assessments and treatment planning; varied and complex psychotherapy with complex multi-problem cases or advanced clinical social work services for patients with difficult psychiatric problems or catastrophic and terminal illnesses in a teaching hospital; and consultation and training of staff, interns, students or residents. Employees may collaborate in the design, implementation and publication of findings of clinical research projects. Active caseloads are generally small and require intensive treatment. Employees may represent the client or agency as expert witness in abuse, neglect, custody, or mental competency hearings.

Intricacy - Employees use considerable judgment in conducting comprehensive and in-depth diagnostic assessments; may assign cases to other social workers or chair assessment team; develop treatment plan with minimal review; select and provide complex services for difficult cases with associated multiple problems, severe resistance, severe phobias, violence or catastrophic and terminal physical illnesses; treatment modalities may include individual, family, or group psychotherapy, behavior modification, behavioral therapy; therapy is primarily insight-oriented and re-educative and may involve reconstructive but also includes a range of supportive and behavioral techniques. Employees may serve on university faculty and teach medical students, psychology trainees, and psychiatry fellows; may conduct clinical research; provide didactic consultation to other social workers and community professionals regarding assessment and treatment issues, family dynamics, treatment techniques, and community issues.

Subject Matter Complexity - Work requires full understanding of social work assessment techniques; varied behavioral, developmental, psycho-dynamic techniques; consultation and teaching techniques; community organization/development theories; and considerable administrative and program understanding within the unit assigned.

Guidelines - Include state and federal laws and regulations, JCAH standards, professional ethics, theories of standard methods and procedures, and quality assurance standards.

### II. RESPONSIBILITY:

Nature of Instructions - Work is jointly planned with other members of multi-disciplinary team and program managers; assessment and intervention is performed with considerable independence; medication issues are referred to physicians.

Nature of Review - Work is reviewed by program manager or supervisor on general basis usually after completion; administrative issues and community problems are discussed with supervisor; however, clinical or technical services are performed with considerable independence.

Scope of Decisions - Directly affect clients, their families, staff supervised, interns, residents, trainees; and, potentially, other therapists who read employees' research publications.

Consequence of Decisions - Assessments have major impact on diagnosis and treatment plan; intervention deals with intricate family problems such as incest, violence, and multiple disabilities or terminal disease; consultation contributes to knowledge base of staff supervised, interns, residents; research may influence techniques of other therapists and professionals.

### III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Include clients and families as well as those served by staff, students, and interns in training, community agencies, court officials, and institutions.

Nature and Purpose - Employees provide comprehensive assessments of complex client and family situations; provide in-depth intervention with seriously dysfunctional families and complex multiple problem situations; provide expert opinions to legal officials, didactic consultation to community professionals, training of students, residents, or interns.

### IV. OTHER WORK DEMANDS:

Work Conditions - Usually in clinics and office settings, but may involve visits in client's home or contacts in institutions.

Hazards - Include contacts with clients and/or family members who are hostile, resistant, and violent.

### V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Thorough knowledge of social work principles, techniques, and practices, and their application to complex casework, groupwork and community problems. Thorough knowledge of a wide range of behavioral and psychosocial problems and their treatment. Thorough knowledge of family and group dynamics and a wide range of intervention techniques. Considerable knowledge of governmental and private organizations and resources in the community. Considerable knowledge of the methods and principles of casework supervision and training. General knowledge of the laws, regulations, and policies which govern the program. Considerable knowledge of disease pathophysiologies in order to explain/present treatment alternatives to patients and families is required in teaching hospitals. Skill in establishing rapport with a client and applying theories, principles, and techniques of assessing psychosocial, behavioral, and psychological aspects of client 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.

Minimum Training and Experience Requirements - Master's degree in Social Work from an appropriately accredited institution and three years of social work or counseling experience as required by the North Carolina Social Work and Licensure Board.

Necessary Special Qualification Requirements - One must fulfill all requirements for Licensure in North Carolina as a Licensed Clinical Social Worker as required by the North Carolina Social Work Certification and Licensure Board.