



King County

Invites Applications for the Position of:

Social Worker - King County Step-Up Program

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King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 07/22/15 12:00 AM (GMT -8:00)

CLOSING DATE/TIME: 07/31/15 04:30 PM (GMT -8:00)

SALARY: \$28.48 - \$36.10 Hourly

LOCATION: Multiple locations in King County

JOB TYPE: Career Service, Full Time, 40 hrs/week

DIVISION: Department of Judicial Administration

JOB NUMBER: 2015JF04988

SUMMARY:

The Department of Judicial Administration (DJA) provide professional, high-quality Superior Court record services and justice system programs, while ensuring access to justice and integrity in the process. The King County Step Up Program (Step Up) is a criminal justice system program administered by DJA.

Step-Up is an adolescent family violence intervention program designed to address youth violence and abuse toward family members. The goal of Step-Up is for youth to stop violence and abuse toward their family and develop respectful family relationships. The Step Up Program utilizes a cognitive behavioral, skills and strength-based curriculum in a group work setting where youth and parents/caregivers learn and practice skills for respectful, non-violent family relationships and safety in the home. Step Up social workers also provide safety planning and referral to appropriate resources to youth and parents/caregivers prior to a youth's release from detention at the request of juvenile court or with youth and families at an alternative to detention center if and when an alternative center is established.

Step Up provides training and consultation on the issue of juvenile domestic violence to juvenile court and the community.

DJA is seeking to hire 3 **social workers** to provide Step Up services to youth and families/caregivers who are experiencing youth violence in the home. Two of these positions are

new and only funded through December 2016.

WHO MAY APPLY: This position is open to all qualified candidates that meet the minimum qualifications. The Department of Judicial Administration values diverse perspectives and life experiences, and encourages people of all backgrounds to apply.

WORK LOCATION: This position is based at the Juvenile Youth Services Center, 1211 East Alder Street but travels to conduct group sessions.

WORK SCHEDULE: This position is overtime eligible. The usual schedule is 8:00 AM to 5:00 PM, three days per week, and 11:30 AM to 8:30 PM, two days per week.

REQUIRED MATERIALS:

King County Application Form

Responses to Supplemental Questionnaire

Resume

Letter of Interest detailing your background and describing how you meet or exceed the requirements listed in this job announcement.

CONTACT INFORMATION: Please direct questions about this position to Mary Taylor at 206-477-0795. If you have questions about the recruitment process please direct those to Joy Fernandes at 206-477-0774.

JOB DUTIES:

- Receive and process referrals from sources including juvenile court, schools and community agencies. Conduct a culturally responsive psychosocial assessment with an emphasis on family violence including risk assessment of youths' level of violence and safety issues; current and/or past family violence to include domestic violence and child abuse; and screen for mental health and chemical dependency issues with the youth and parent/caregiver in separate interviews.
- Based on the intake assessments, if the family is appropriate for participation in the Step-Up Program, develop a treatment and safety plan for the youth and family to address the violence in the home. If family's needs are not a good fit for Step Up, refer families to resources for mental health and substance abuse treatment as appropriate.
- Facilitate a youth group, parent/caregiver group, and multi-family group with youth and parents/caregivers together using the structured Step-up curriculum designed to meet particular goals for the parents and teens.
- Provide crisis intervention, and trouble shooting for families involved with the program, including limited individual and family problem solving sessions to assist the family with meeting the goals of the treatment plan.
- Maintain a working knowledge of appropriate resources in the community and refer youth and/or families as necessary.
- Answer phone calls, and provide information, support and safety planning to parents/caregivers who may or may not be enrolled in Step-Up, but who are in crisis with a violent adolescent.
- Monitor progress of youth in meeting the goals of the treatment plan. Report on the status of youth's compliance with the treatment plan to other professionals involved with the family and the juvenile justice system as necessary.
- Enter intake and other information and document interactions and interventions utilized with youth and families into the Step Up data base.

- Develop and maintain working relationships with Step Up referral sources.
- Develop safety plans including crisis intervention and conflict mediation as needed with youth and families prior to a youth's release from detention at the request of juvenile court or with youth and families at an alternative to detention center if and when an alternative center is established.
- Provide consultation and training on juvenile domestic violence to juvenile court and the community.
- Continually assess program responsiveness to the issue of youth violence and work with program management to make adjustments to improve the program's policies and procedures.
- Participate in ongoing case consultation staff meetings regarding group facilitation, clients' progress in the program and challenging cases.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

- Master's degree in social work, behavioral health, psychology or related field from an accredited college or university and two years experience providing direct service in the area of behavior change or intervention with youth and/or families experiencing conflict ,or a Bachelor of Arts degree in social work, behavioral health, psychology or related field and four years experience providing direct service in the area of behavior change or intervention with youth and/or families experiencing conflict or any equivalent combination of experience and education which provides the applicant with the desired skills, knowledge and ability required to perform the work.
- Training and/or experience in the mental health field.
- Experience conducting psycho-social assessments and screening for mental health issues and substance abuse.
- Specialized training and/or experience in the field of domestic violence and demonstrated knowledge of the dynamics of domestic violence and its effect on families.
- Experience working with youth and/or families involved in the juvenile justice system.
- Experience in data entry, word processing and outlook.
- Experience applying principles associated with evidence-based techniques for facilitating client motivation to change behavior such as cognitive behavioral therapy, skill and strength-based approaches and motivational interviewing.
- Knowledge of effective parenting of adolescents.
- Experience communicating with other professionals regarding client issues.
- Demonstrated skill and ability to motivate others to take personal responsibility and effectuate change.
- Skill in working with diverse populations with cultural sensitivity including youth and families of all races, nationalities, cultures, disabilities, ages and sexual orientations.
- Knowledge of group counseling principles and how to use the group model to effectuate change.

- Knowledge of community resources for youth and families.
- Skill in crisis intervention and conflict resolution and ability to handle the unexpected and maintain composure in stressful situations.
- Skill in assisting adolescents overcome resistance to change.
- Strong presentation, oral and written communication skills.
- Must possess excellent time management skills and ability to prioritize, concentrate efforts, and use time effectively and efficiently. Must be comfortable shifting gears.
- Ability to balance holding others accountable while having empathy for their struggles.
- Must be able to develop rapport and build constructive and effective relationships with a variety of people. Must also be able to set boundaries and understand one's role in relation to Step Up families.

DESIRABLE EXPERIENCE:

- Experience conducting domestic violence assessments.
- Experience providing group counseling.
- Experience providing cognitive behavioral therapy, restoration therapy, skill and strength-based approaches and motivational interviewing.
- In addition to English, fluency in one of the five most common languages spoken in King County: Spanish, Chinese, Vietnamese, Somali, Amhar, Tagalog.

SPECIAL REQUIREMENTS:

Pass a Department of Adult and Juvenile Detention (DAJD) criminal background and reference check as required for professional access to King County facilities operated by DAJD.

Note: Online applications are preferred. However, if you cannot apply online, go to www.kingcounty.gov/jobs for other options.

If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the contact listed on the job announcement or the department's Human Resources Service Delivery Manager.

Social Worker - King County Step-Up Program Supplemental Questionnaire

- * 1. Which best describes your highest level of education?
 - High School/GED
 - Some College
 - Associate's or Technical Degree
 - Bachelor's Degree
 - Master's Degree
 - Other Advanced Degree
- * 2. How many years of experience do you have providing direct service in the area of behavior change or intervention with youth and/or families experiencing conflict?
 - None
 - Less than two years
 - Two to three years
 - Three to five years
 - Five to seven years
 - Seven years or more
- * 3. Describe your experience providing direct service in the area of behavior change or intervention with youth and/or families experiencing conflict. Be specific as to dates, locations, and description of duties.
- * 4. Do you have specialized training and/or work experience in the mental health field?
 - Yes No
- * 5. Describe the specialized training and work experience you have had in the mental health field.
- * 6. Do you have experience in data entry, word processing and outlook.
 - Yes No
- * 7. Describe the experience you have had working with youth and/or families involved or touched in some way by the juvenile justice system.
- * Required Question