

Children's Services Worker (Present Danger Response Caseworker) (3968-12)

Are you interested in serving our community and helping to protect our county's most vulnerable children? At Hamilton County Children's Services, this is what we do every day. We are looking for compassionate, tenacious workers who are dedicated to engaging families and ensuring that children are safe.

This is a critical role that directly impacts the outcomes of the children and families whom we serve. This role may be a good fit if you excel in interpersonal communication, problem-solving, and enjoy a fast-paced work environment. This position provides:

- *Hybrid work schedule*
- *Culture promoting growth and learning*
- *Tuition reimbursement*
- *Free and close downtown parking for office days*

We look forward to learning more about you and your passion for this work! Please see the full job description below.

Highly Competitive Employee Benefits Package and Generous Paid Time Off

11 Paid Holidays, Immediately Begin Accruing Paid Vacation time, Earned Personal Days, and Paid Parental Leave.

Ohio Public Employee Retirement System which includes 14% Employer Contribution AND a defined benefit option.

Highly Competitive and Comprehensive Benefits Package: Medical, HRA, Dental, Vision, Employer-Paid Life Insurance, Long-Term Disability, Tuition Reimbursement, Public Service Loan Forgiveness Eligibility, Commuter Stipend or Free On-Site Parking, Wellness Incentives, robust Employee Assistance Program, access to Free Medical and Rx through Marathon Health, plus expansive Behavioral and Mental Health Resources, and More!

DEADLINE TO APPLY: 4/15/2024

WORK LOCATION:

Job & Family Services
222 E. Central Parkway
Cincinnati, OH 45202

WORK HOURS: Full-Time 40 hours/week
(Potential for Hybrid Remote Work Schedule)

STARTING HOURLY PAY: \$20.99 (This Position Qualifies for a Twenty-Five Percent (25%) Pay Differential)

NOTE: Applicants for positions with Hamilton County Job and Family Services are subject to background screening in accordance with the document: "[Offenses that May Disqualify Candidates for Employment](#)." Convictions from this list may disqualify a candidate for employment with HCJFS.

Applicants for Children's Services positions cannot provide foster care for children in the custody of Hamilton County.

REQUIREMENTS (EDUCATION, EXPERIENCE, LICENSURE, CERTIFICATION):

- Bachelor's degree in human services-related field or
 - Bachelor's degree in any field and has two (2) years' work experience in a human service-related occupation.
- * A bachelor's or master's in a human services-related field would be required within 5 years.

- Must possess a valid driver's license issued in the state of residency.
- Must have the use of an insured automobile.
- A criminal records check conducted by the Bureau of Criminal Identification and Investigation and the FBI is required.

AGENCY-PREFERRED QUALIFICATIONS:

- Degree in Social Work
- Licensed Social Worker

JOB DUTIES (SUMMARY):

- Researches previous Children's Services history, criminal history, court involvement and other applicable information for all individuals associated with Intake report. Responds to and completes assessments of Intake reports of dependency, physical abuse, neglect, emotional abuse, and sexual abuse of children within mandated time frames. Conducts face to face interviews with all children in the household of assessment, parent/caregiver(s), and alleged maltreater(s) to make a decision regarding child safety. Assessment shall include pertinent information collection from all parties regarding alleged maltreatment, surrounding circumstances, adult and child functioning, parenting practice and discipline to ensure an accurate safety determination. Interviews are conducted in homes, schools, hospitals, and other community settings as required.

Responsible for collecting collateral information from other persons, service providers and community partners that may have addition information to support a safety determination. When appropriate, seeks medical evaluation of alleged child victims and completes referrals to law enforcement.

- In consultation with supervisor, conducts informed response to Intake Reports, assesses and determines child safety at every initial contact, determines present danger threats to children. Gathers information and analyzes parent/caregiver protective capacities. Partners with family to develop and implement present danger safety plans for children determined not to be safe. As needed, secures, implements and confirms safe environment for out of home placements needed to control active safety threats.
- Responsible for demonstrating proficiency in mobile technology to aid in maintaining written documentation of assessment activities prior to the end of shift, including Activity Logs and Present Danger Safety Plans. Responsible for other mandated paperwork as outlined by state regulations and agency policy. Reviews prior Children's Services history completes background and criminal checks on parent(s) and alternative caretaker(s).
- Consults with the Prosecutors office and seeks Court intervention as needed. Prepares Requests for Legal Action and provides court testimony to support Children's Services position. Attend all relevant court hearings as related to case assignments.
- Assists Children's Services Division with required activities to ensure child safety, including but not limited to, making additional attempts to engage with families, locate children, complete collateral contacts to gain pertinent information and assists in implementing safety plans. Staff will be crossed trained on phone intake assessments to provide coverage to Intake and Screening as needed.

- Attends conferences and training. Must attend and complete Caseworker CORE Training within first year of employment and thirty-six hours for every year thereafter. Must attend twelve hours of Domestic Violence Training within first two years of employment.
- Must be available to communicate during work hours and on emergency basis; Performs other related duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES: (*Indicates can be developed after employment)

Knowledge of: ORC/OAC as relevant to Children’s Services Practice*, Assessment Policy and Procedure*, Hamilton County Policy and Procedures*, government structure and process*; interviewing, trauma informed practices, case management, child welfare practices and procedures; safety decision making*

Skill In: Family centered/strength-based approach when engaging children and families; interpretation and application of training, instructional and procedural materials; professionally handling crisis and stressful situations

Ability to: Professionally and respectfully communicate, work alone on most tasks, clinically analyze and draw conclusions from information collection; understand written and verbal instructions; prepare concise and accurate written documents and reports; maintain confidentiality, work cooperatively with other agency staff, supervisors and administrators, develop good rapport with clients.

ESSENTIAL JOB FACTORS:

- Must undergo a background check via the Ohio Bureau of Criminal Identification and Investigation (BCI). Must have a car, valid driver’s license issued by the state of residency and required auto liability insurance.

PHYSICAL and/or MENTAL REQUIREMENTS:

- Lift and carry children, child car seats, and infant carrier, large case files, and occasionally push a cart containing case files
- Stand entire length of home visit (an hour or longer),
- Conduct home visits despite extreme temperatures and inclement weather
- Significant walking to, from, and during home visits, supervised visitation, court, meetings, and other obligations;
- Frequently enter and exit motor vehicle
- Frequently climbing and descending stairs
- Potentially seeing and hearing traumatic events/situations
- Sitting for extended periods while working on the computer, home visits, court, meetings, etc.
- Stooping, bending, crouching
- Is aware, understands, and practices in a way which demonstrates cultural competency, socioeconomic differences, and respect for diversity in interactions and work with families; displays an awareness of the impact implicit bias has on outcomes for children and families.

HAZARDOUS and/or WORKING CONDITIONS:

- Potentially hazardous/dangerous situations and could involve violent/upset clients
- Animals, insects, rodents in family homes
- Unstable Structures

BACKGROUND CHECKS REQUIRED:

Background checks consistent with requirements in OAC 5101:2-5-09 must be completed at employment and every ten years following, including but not limited to the following systems:

- State Automated Child Welfare Information System (SACWIS)
- State Child/Abuse Neglect Central Registry Check for any state in which the applicant resided within the last five years
- Ohio Bureau of Criminal Identification Investigation (BCI)
- FBI
- National Sex Offender Public website (WWW.NSOPW.Gov) Code 5101:2-5-09 must be conducted for each prospective employee