



## Ohio START Caseworker

### Managerial/Professional Division

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#### ACCOUNTABILITIES:

The primary goal is to provide a wide range of casework services to abused, neglected, and dependent children and their families to include but not limited to: conducts home visits and interviews; coordinates in-house and community services that focus on ensuring child safety; participates in case-related meetings and court proceedings; completes records. To ensure that personal casework practice is reflective of critical Agency philosophies and responsibilities concerning, but not limited to, confidentiality, professionalism, cultural competency, family-centered, neighborhood-based (FCNB) services, child safety, social work ethics, family integrity, and timely permanency for children.

#### ESSENTIAL DUTIES:

Provides intensive case management services to parent/caregivers by utilizing the Ohio START (Sobriety, Treatment, and Reducing Trauma) intensive, wraparound intervention program while adhering to all aspect of a traditional child welfare worker. The program is targeted at parent/caregivers who have co-occurring child maltreatment and substance abuse. The Ohio START caseworker maintains a case from the assessment phase throughout the ongoing phase until reunification is complete or the case is transferred to a traditional ongoing case worker due to the parent/caregiver's unwillingness to engage in services. Ohio START case workers carry a case load of no more than 12 cases due to the intensive nature and face to face contact requirements to support the parent/caregiver's strides towards recovery.

The Ohio START caseworker pairs with a Family Peer Mentor(FPM) working cooperatively and in tandem with the FPM to support and serve the family. Utilizes and completes screening tools (UNCOPE, ACES and CTAC) to screen for substance abuse and trauma. Completes all needed caregiver and child service referrals. In addition, the Ohio START caseworker will collaborate with a Behavioral Health Team and conduct regular Family Team Meetings.

Performs a variety of casework tasks needed during the life of a CA/N case: home visits, practical counseling and problem-solving, family case conferences, family team meetings, administrative and case reviews, court hearings/testimony, supervisory case conferences, home studies, foster and adoptive placements, protective day care, criminal record checks, etc. Identifies potential crises and applies intervention skills when indicated or necessary. Performs casework tasks related to interstate monitoring, unmarried parent services, and adoption disruptions.

Uses effective information-gathering skills (i.e. observation, interview, records review, CAPMIS tool, etc.) to assess child safety issues. Plans a logical series of steps to isolate family problems and solutions related to child maltreatment. With client involvement, identifies appropriate case plan services available within the Agency and community. Assists families and caregivers in obtaining services. Continually assesses child safety and family progress and makes recommendations regarding issues of custody, placement, reunification, permanency, and case closure.

Employs interpersonal skills and behaviors that are appropriate for the helping professions. Uses engagement skills effective for working with involuntary clientele. Intervenes in appropriate ways to de-escalate hostile clients/situations. Utilizes an understanding of culture and its function in human behavior and society to provide services that are sensitive and responsive to cultural differences. Communicates clearly—verbally and in writing—and displays good active listening and interviewing skills. Develops cooperative working relationships with families, caregivers, other professionals, co-workers, and other Agency staff.

Uses a variety of computerized and other information/communication systems: SACWIS and/or LCCS client records, case notes/activity logs, case plans, correspondence, payroll/timesheet records, mileage reports, telephone, email, intranet, internet, electronic calendaring/itineraries, etc. Keeps records in accordance with Agency and federal/state mandates. Ensures that case notes/activity logs contain essential information and are timely entered. Ensures the confidentiality of client/case information.

Drives extensively to/from client's home, Agency and other facilities related to maintaining appropriate and adequate services to families. Transports children and family members when necessary and appropriate to hearings, meetings, and appointments.

Completes prescribed training hours annually. Attends unit, departmental and Agency staff meetings. Participates in Agency committees, meetings, discussions, and initiatives regarding improved outcome achievement by the Agency in the areas of safety, permanency, and well-being of children. May participate in other Agency/community committees, initiatives, or activities, and may assist in community education through Speaker's Bureau.

**NON-ESSENTIAL DUTIES:**

Performs other related duties as assigned by Supervisor.

**ESSENTIAL BEHAVIORS:**

Ability to engage and develop positive relationships with others. Sensitivity and empathy. Ability to manage time through prioritization of tasks/responsibilities and organizational skills. Sound judgment, problem-solving, and creative thinking skills. Comfort in working in the community with at-risk families and in a variety of home environments. Ability to effectively manage job stress and adapt to a constantly changing work environment. Open-minded and non-judgmental. A willingness to continually learn and accept constructive feedback.

**MINIMUM QUALIFICATIONS:**

Bachelor's degree in social work or a related field required. Valid driver's license, automobile insurance and reliable automobile required. Personal cell phone for work use required. Personal computer skills required. Ability to work a flexible schedule. Ability to work effectively in cross-cultural situations required.