Social Worker MSW

Job Title: Social Worker

FLSA Classification: Non-Exempt

Department: Social Services

Supervisor: Center Manager

Job Summary

Under the direction of the center manager, is responsible for direct social work case management services to participants.

Essential Job Functions

Participate as a member of the interdisciplinary team (IDT) and in initial, semi-annual, unscheduled, and annual assessments; attend morning updates and report changes in participants' baseline status to appropriate staff on a daily basis.

- Involved in the development and implementation of QAPI activities.
- In conjunction with the IDT, may conduct the initial intake, meeting with family members and others. Coordinate ongoing family meetings, as needed.
- Obtain extensive social history from participant and/or family member upon admission to program.
- Provide individual and family counseling as needed or prescribed in the plan of care; develop and lead group counseling and support activities.
- Provide crisis intervention and advocacy as required.
- In conjunction with the interdisciplinary team, coordinate discharge planning for participants returning home from hospital or nursing facility.
- Maintain current, written case management records, including ongoing documentation of services provided, reassessment of changing needs and participant's expressed wishes.
- Act as liaison between the participant and other agencies such as Department of Aging, Social Security Administration, Medicaid, etc.
- Assist with money management.
- Assist with ongoing financial eligibility for participants, including recertification as needed.
- Participate in participant-related conferences in the community as designated.
- Maintain confidentiality of participant information.

Non-Essential Job Functions

- Attend and participate in all staff meetings, in-services, projects, and committees as assigned.
- Adhere to and support the center's policies, practices, and procedures.
- Accept assigned duties in a cooperative manner; and perform all other related duties as assigned.
- Be flexible in schedule of hours worked.
- May require use of personal vehicle

Working Conditions and Physical Demands

The working conditions and physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to access all areas of the center throughout the workday.
- Ability to lift up to 35 pounds occasionally, 15 pounds frequently, and 7 pounds constantly; required to obtain assistance of another qualified employee when attempting to lift or transfer objects over 25 pounds.
- Requires constant hand grasp and finger dexterity; frequent sitting, standing, walking and repetitive leg and arm movements, occasional bending, reaching forward and overhead; squatting and kneeling.
- Ability to communicate verbally with an excellent comprehension of the English language.
- Work is generally performed in an indoor, well-lighted, well-ventilated, heated, and air-conditioned environment.

Experience

- Minimum of one (1) year of documented experience in working with a frail or elderly population required.
- Prefer experience in a community-based setting or geriatric program.

Knowledge, Skills, and Abilities

- Interest in the risk-based long-term care program to serve frail elderly in a community-based setting.
- Experience and thorough knowledge of social service principles and practices.
- Knowledge of psychosocial, behavioral, and family needs of the elderly population.
- Knowledge of financing mechanisms such as Medicare, Medicaid, and Prospective Payment Systems.

- Knowledge of the local and social service delivery systems and aging network.
- Proven ability to work in an interdisciplinary team.
- Ability to work effectively and harmoniously with the staff, the elderly, and providers of services, public, and private agencies.
- Energetic, dependable, resourceful, and flexible.
- Effective oral and written communication skills.
- Computer skills required.

Education and Certification

- Master's degree in social work required.
- Is medically cleared for communicable diseases and has all immunizations up-to-date before engaging in direct participant contact.

Core Values

- **Respect** at the core of our interactions.
- **Honesty and Integrity** with every endeavor
- **Patient – Centered** care aligned with participant values, beliefs, and preferences.
- **Encouragement** that motivates and empowers others to be the best they can be.
- **Quality Care** that is efficient, transformative and innovative.

Acknowledgment

I have read the above job description and fully understand the requirements set forth therein. I meet all the requirements of this position, and I can perform all essential functions of the job with or without reasonable accommodations. I agree to abide by the requirements set forth in this document.

I understand the contents of this job description are presented as a matter of information only and as guidance as to the expectations of Innovative Integrated Health (IIH) for this position. This job description is not intended to give rise to contractual rights or obligations, or to be construed as a guarantee of employment for any specific period of time or for any specific type of work. Furthermore, IIH reserves the right to interpret, amend, modify, or cancel or withdraw any or all sections or provisions of this job description at any time with or without notice.

I understand that employment at IIH is "at will", meaning that employment is for no definite period of time and may be terminated by me or IIH at any time and for any reason.

_____

Employee Print Name

_____   _____

Employee Signature   Date

We are an Equal Opportunity Employer and do not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity, status as a veteran, and basis of disability or any other federal, state or local protected class.