



Stanislaus County now offers an employee bonus worth up to **\$10,000 or 21 additional days of leave time!***

**See inside for details*

Social Worker IV Trainee, IV/V
Community Services Agency

\$75,441-\$96,283 Annually

Apply by February 28, 2025



Take Your Place.

THE IDEAL CANDIDATE

The ideal candidate for the position of Social Worker must possess knowledge of the laws and principles related to child welfare. You will need knowledge of child welfare laws and principles, along with a solid understanding of normal child development and how trauma impacts the developmental process. You'll use your skills to conduct client interviews, assessments, and crisis intervention activities while exercising sound judgment in making diagnostic risk assessments and decisions about child placements. This role requires professionalism and composure in high-pressure, crisis situations, where you'll gather appropriate information and make critical decisions. You'll also work with individuals from diverse backgrounds, including those with varying levels of mental health functioning, literacy, coping skills, and life abilities. To succeed, you should have knowledge of community resources, the ability to write clear and descriptive reports under time constraints, strong written and verbal communication skills, effective time management, and an appreciation for diversity.

ABOUT THE DEPARTMENT

The Community Services Agency (CSA) offers a wide array of social services to the community. With a workforce of more than 1,100 employees, CSA operates on an annual budget exceeding \$326 million. The agency collaborates with County government bodies and various community-based organizations to provide services that are culturally sensitive and accessible. More than 308,000 residents benefit from CSA's services. The Agency is structured into five divisions: (1) Adult, Child, and Family Services Division (ACFSD); (2) StanWORKs Division; (3) Finance and Operations Division; (4) Housing and Homelessness; and (5) Administration.

We build community by cultivating safety, stability, and resiliency – strengthening the foundation for all.

ADULT, CHILD, AND FAMILY SERVICES PROGRAMS

The Adult, Child, and Family Services Division (ACFSD) encompasses programs such as Adult Services, In-Home Support Services (IHSS), Children Services, Adoption Programs and Foster Care Services.

Click the icons to learn more about some of the ACFSD programs.



[Adult Services](#)



[Adoption Programs](#)



[IHSS Services](#)



[Children Services](#)

ABOUT THE POSITIONS

Social Worker IV Trainee

This is a training level in the Social Worker series. Individuals perform professional casework in less complicated areas of social services. The casework requires the application of a moderate level of social services, expertise and techniques. Casework is in areas of child protective services. Incumbents at this level will receive necessary training and supervision.

Social Worker IV Trainees will earn fifteen percent (15%) less than the minimum rate of the Social Worker IV series.

- Trainees are part of the unclassified service of the County;
- All trainees will be appointed to the first step of the salary range for the appropriate position, and will be compensated 15% below the range established for the Social Worker IV classification involved;
- Trainee appointments are not to last longer than one year. However, appointments are extendible to a maximum of two years in cases where minimum qualifications are involved

Promotional Opportunity

Upon completion of the training period and the acquisition of minimum qualifications, the individual may be upgraded to a probationary appointment at step 1 of the Social Worker IV salary range. (An approximate 15% increase in salary).

Social Worker IV

The Social Worker IV is the highest level in the Social Worker series unless assigned to Child Protective Services. This position performs professional casework of an advanced nature in the most difficult social service areas. The casework requires the application of high level and sophisticated social services, expertise and techniques. Casework is in complex areas such as adoptions and child protective services. Individuals at this level are expected to work independently without extensive supervision. This position is subject to overtime, standby, and callback assignments. Performs related duties as assigned.

Social Worker V

The Social Worker V is the full journey level Social Worker series. Individuals in this class independently perform difficult professional casework that requires the application of sophisticated social services expertise and techniques. Assignments are typically in the complex social service program areas such as adoptions, court liaison, family reunification, early placement, emergency intake/response, family maintenance, and permanent placement. Incumbents at this level work under direction, choosing from a wide range of procedures to achieve objectives. This position is subject to overtime, standby, and callback assignments. Performs related duties as assigned.

TYPICAL TASKS

Social Worker IV Trainee

- Investigate child neglect reports from the community;
- Provide information and referral for services;
- May be required to utilize own vehicle as the need warrants;
- Investigate child neglect referrals;
- Make investigations for Juvenile Court dependency actions;
- Write court reports and makes presentations and recommendations to the Juvenile Court;
- Provide initial intake, crisis intervention and counseling services to children and their parents;
- Provide group orientation to families interested in obtaining County licenses for foster family care;
- Provide services to children in out-of-home care and to their parents;
- Provide home-based services to abused/neglected children and their families;
- Select suitable out-of-home care placements and supervises the children in these placements;
- Participate on community task forces and committees, and carry out other duties as directed;
- Understand the principles/philosophies of Team Decision Meetings and Family Engagement Meetings;
- Be expected to refer cases and participate in the process;
- Have a working knowledge and be able to utilize CWS/CMS computer system; and
- Participate and complete Institute and Academy training courses.

*To view the typical tasks
of the Social Worker
series, scan the QR codes*

Social Worker IV



Social Worker V





MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

Social Worker IV Trainee, IV

- Apply the principles of Social Worker practices related to working with children and their families;
- Evaluate personal and psychological factors in children and/or family situations;
- Act effectively under stressful situations;
- Provide specialized individual, family and group counseling;
- Work effectively with professionals in other disciplines and at the same time maintain professional identity;
- Express strong personal and professional ethics;
- Respect and protect the rights of clients and;
- Demonstrate a commitment to children, their protection and their rights to permanent placement, preferably in their own homes.
- Social service research methods;
- Child development;
- The impact physical and mental health problems have on personality development and functioning;
- Group dynamics; and
- Therapeutic intervention techniques.

Social Worker V

- Apply the principles of Social Worker practices related to working with children and their families;
- Evaluate personal and psychological factors in children and/or family situations;
- Act effectively under stressful situations;
- Provide specialized individual, family and group counseling;
- Work effectively with professionals in other disciplines and at the same time maintain professional identity;
- Express strong personal and professional ethics;
- Respect and protect the rights of clients;
- Social service research methods;
- Socioeconomic conditions and trends;
- Demonstrate a commitment to children, their protection and their rights to permanent placement, preferably in their own homes;
- Current issues in the field of child social welfare;
- Social welfare programs at the Federal, State and local levels;
- Child development;
- The impact physical and mental health problems have on personality development and functioning;
- Group dynamics; and
- Therapeutic intervention techniques

EDUCATION & EXPERIENCE

SOCIAL WORKER IV TRAINEE

- Be within one (1) year of completing a Masters Degree in Social Work or a two-year Master Degree in Counseling. Applicant must attach proof of education to be considered.

SOCIAL WORKER IV

PATTERN I

- Master's degree in Social Work or an approved two (2) year (60 unit) Masters degree in Counseling.

PATTERN II

- Possession of a Master's degree must be acquired within three (3) months of the application date for the position and prior to appointment.

SOCIAL WORKER V

- Possession of a Master's degree in social work (MSW) or an approved two (2) year (60 unit) master's degree in counseling; AND
- Two (2) years of experience as a Social Worker IV in a Stanislaus County Child Welfare, Adult Services, or Health Services Agency program area; OR
- Two (2) years of post-graduate social work case management experience at the Master's degree level comparable to a Stanislaus County Social Worker IV in a public Child Welfare, Adult Services, or Health Services Agency program area.

Desirable Qualification

In addition to the minimum qualifications, applicant screening will focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- Two (2) years of post-graduate social work case management experience at the Master's degree level comparable to a Stanislaus County Social Worker IV in a public Child Welfare, or Adult Services.

LICENSE

- Employees may be required to use personal transportation during the performance of their duties; AND
- Proof of liability insurance as required by the State of California; AND
- Must possess and maintain a valid California driver's license; AND
- Must possess and maintain a valid Real ID driver license or Identification Card, valid U.S. passport or passport card, military ID or other federally approved identification to fly within the United States during the performance of their duties effective May 2023.

Selected candidates will be required to obtain and maintain security clearance to access federal, state and local detention facilities, schools and hospitals in the performance of their duties.

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-558-1200 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000** or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



Cash Payout

Redo that kitchen or paydown debt.

It's all yours.



Leave Time

Take a little extra time off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable income and receive it later.

Why not?



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 BONUS CASH PAYMENT

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$75,411 - \$96,283

The County of Stanislaus provides a competitive and comprehensive benefits package for regular confidential full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans;
- County paid Deferred Compensation at 1.0% of base salary
- 2 weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$400 annual Professional Development reimbursement
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

*Details available upon request

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit stanjobs.org for details.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Human Resources to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Classified Service of the County and is assigned to the Community & Health Services bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months for a total of eighteen months. The probationary period does not apply to unclassified positions.

APPLICATION PROCEDURES/FINAL FILING DATE: February 28, 2025.

Oral Examinations are tentatively scheduled for the week of March 17, 2025.

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.