

Alberta's Health Regions and Voluntary Organizations and the Health Sciences Association of Alberta (HSAA)

This classification specification identifies representative duties and responsibilities, and is intended to assist in the determination of the appropriate classification level within each discipline. Some duties and responsibilities may overlap between class levels. The classification specification is not intended to provide an exhaustive list of all duties performed.

Classification Title: **Social Worker III**

Date Updated: **May 20, 2008**

Job Summary:

The Social Worker (SW) III performs advanced level social work associated with advanced treatment techniques that involve assessment and counseling of clients with complex cases, or acts as a Clinical Lead.

Work at the SW III level is differentiated from work at the SW II by the advanced and highly complex case and program assignment or provision of clinical leadership and coordination of other SW's in assigned program areas.

Key Responsibilities and Typical Duties

In addition to the duties of the SW II, the SW III:

Core Duties

Clinical Practice:

- Undertakes advanced assessments of complex client and family issues, identifies adjustment issues, strengths, coping strategies, social and community supports available, and implements advanced level clinical crisis interventions.
- Applies appropriate therapies and/or treatments to individuals presenting multi-dimensional issues including co-morbidity disorders.
- Functions as the clinical lead/expert in their assigned area of social work and a resource to other social workers and assorted health professionals.

or

Clinical Lead for a specific program area:

- Leads the planning, development, delivery and evaluation of overall services in their assigned area.
- Monitors management of resources.

Core Duties (cont)

- Serves as the primary representative between their assigned program area, management, other medical professionals, external agencies/community groups, families and clients.
- Reviews for quality purposes referrals, intakes, statistics and records.

Other Related Duties

- Initiates policy development that reflects standards of practice.
- Analyzes and refines statistical information as required.
- May initiate, conduct and participate in research and evaluation projects
- May integrate research findings into the development of educational programs, competencies, and/or new protocols.

Leadership

Clinical Practice:

- Reviews difficult/complex cases and provides clinical advice and direction to other SW's.
- Supervises masters level social work students.

or

Clinical Lead:

- Provides a primary communication link with management on clinical program issues and staff concerns.
- Supervises Masters Level Social Work students.
- Acts as a resource to other social workers, or assists with development of staff education programs.
- Organizes and coordinates teaching rounds, educational conferences and seminars.
- Serves as the key liaison between their assigned program area, management, other medical professionals, external agencies/community groups, families and clients.

Decision-Making

Clinical Practice:

- Makes complex clinical decisions on client needs regarding assessment, intervention, discharge and follow up of clients either independently or in collaboration with others.

Clinical Lead:

- Reviews and incorporates new standards of practice into their assigned area.

Knowledge:

Education

- Masters of SW or equivalent education and experience.

Additional Qualification/Designations/Certifications

- May require special authorization from Alberta College of Social Workers (ACSW) to perform psychosocial interventions.

Registration Requirements

- Registered with the Alberta College of Social Workers (ACSW).

Working Conditions:

Physical Demands

- Required to stand or sit for extended periods of time during performance of duties.
- Close visual attention required while performing computer work.

Work Environment

- Travel in all weather/road conditions.
- Requires involvement with clients/families that could be verbally or physically aggressive.
- Works with clients who have cognitive and/or behavioral issues or high medical needs.