

SICKLE CELL DISEASE ASSOCIATION OF AMERICA (SCDAA) – CENTRAL ALABAMA
POSITION POSTING: SOCIAL WORKER
SALARY RANGE: \$58,000 - \$64,000

The Organization

SCDAA – Central Alabama has a rich history expanding almost 50-years of enhancing the quality of life of individuals and families affected by sickle cell disease through education, advocacy, and support. The organization was formed in 1976 by a group of concerned citizens that: (1) Recognized there was no place to contact locally for information about sickle cell disease; (2) The sickle cell test was not a standard physician-offered exam; and (3) The analysis of the test results performed often missed the detection of many clinically significant sickling disorders.

The Opportunity

Provides a range of assessment, counseling, and case management services for individuals and/or families affected by the sickle cell disease through education, advocacy, and support. This job position will report to the Executive Director of the organization, work with medical and hospital facilities, and social services agencies. May provide from time-to-time practical training and guidance to student interns and/or paraprofessional staff as required.

The Responsibilities

- Provides counseling and case management to both clients and families affected by sickle cell disease and/or trait.
- Prepares treatment plans and needs of clients and/or families through interviewing process.
- Planning support or execution of Special Events or Programs as needed.
- Provides support to clients and/or families when crisis and emergency services are required.
- Collects data about clients and/or families through interviews, case history, and their specific needs for services.
- Evaluates data to identify causes of problems related directly to sickle cell disease and traits to determine proper referral to other social services agencies and medical specialists.
- Provides casework management of a specialized caseload, as appropriate to the requirements of the individual position.
- Performs research and case assessments.
- Prepares individualized client studies to inform clinical and medical facilities for admission, placement, and/or discharge, as applicable.
- Follows up with clients and/or families to determine reliability and validity of treatment plans used; makes recommendations regarding modification to services and service delivery.

- Consults with other legal and treatment agencies and individuals in relation to patient/client records, rights, and responsibilities.
- Consults with other therapists and related professional and paraprofessional staff, as appropriate, in the performance of counseling and/or casework; refers clients to appropriate service agencies as required.
- Participates in the review of clinical issues and program policies and procedures.
- Participates in, leads, and/or coordinates training sessions and workshops to enhance treatment skills. Become certified within 3 to 6 months after hiring date.
- Performs miscellaneous job-related duties as assigned such as fundraising events, blood drives, etc.

The Candidate

The ideal candidate will have:

- Master's Degree preferred in Counseling, Social Work, or a directly related field.
- Minimum 2 to 3 years of experience directly related experience which may include internship and/or practicum. Certification/Licensure from State of Alabama licensure as: LPCC, LPC, LMHC, LMSW, LCSW, or equivalent level, OR licensed out of state and eligible for State of Alabama licensure.
- Completed degree(s) from an accredited institution that are above the minimum education requirement may be substituted for experience on a year for year basis.

Knowledge, Skills and Abilities Required

- Ability to apply mental health counseling methods and techniques.
- Knowledge of community mental health resources.
- Knowledge of crisis intervention techniques.
- Knowledge of clinical operations and procedures.
- Knowledge of case management.
- Knowledge and understanding of clinical counseling principles, programs and methodology.
- Public speaking and presentation experience.
- Interviewing and psychological/developmental evaluation skills.
- Knowledge and understanding of clinical social work and mental health counseling principles, methods, procedures, and standards.
- Ability to evaluate the progress of therapeutic programs and to make individual modifications.
- Ability to maintain emotional stability to cope with human suffering, emergencies, and other stresses.
- Knowledge of psychological test administration, scoring, and interpretation.
- Knowledge of legal and ethical issues related to patients' rights.
- Experience using computer software (e.g., familiarity with social media platforms, Microsoft Word, Excel, PowerPoint, Google Docs) to develop and update written correspondence, reports, memos, spreadsheets, and capable of keeping confidential

information related to non-profit organizations that impact both clients and the work of the organization.

- Previous work with non-profit organizations.
- Ability to develop and present educational programs and/or workshops.

Distinguishing Characteristics

Position requires: (a) providing support to clients and/or families with assistance by identifying resources to meet their needs; (b) provide support when crisis intervention becomes necessary and directing client and/or to obtain emergency services; (c) client evaluation and testing; c) determination of appropriate referral of clients and/or families in consultation with other professionals; and (d) participation in the delivery of professional training sessions and workshops to educate clients, families and the community about sickle cell disease and traits.

Conditions of Employment

- Must pass a pre-employment criminal background check.
- May be subject to credentialing process; must maintain credentialed status, if applicable.
- Must maintain certification status.
- Employees who provide services or work in patient care or clinical areas must be in compliance with all clinics/hospitals, offices, etc. influenza and/or other vaccinations requirements.
- Employees must sign a confidentiality Non-Disclosure Agreement (NDA), agree to Code of Conduct and Conflict of Interest.
- Must have a valid State of Alabama driver license and insured.

Working Conditions and Physical Effort

- No or very limited physical effort required.
- Work environment involves minimal exposure to physical risks, such as operating dangerous equipment or working with chemicals.
- Work is normally performed in a typical interior/office work environment. Travel to clinics, hospitals, and other counties that fall within the Central Alabama service territory will be required.

The Relationships

The Social Worker reports to the Executive Director who will manage the successful candidate daily responsibilities, caseloads, and provide semi-annual and annual performance reviews.

Application Process

For potential consideration for this position, ***please submit a cover letter, resume, and three references with names, phone numbers, and email addresses*** to the Personnel Committee of the SCDA – Central Alabama Board of Director Mr. Wilbur Johnson at

wilbur@sicklecellbham.org and/or Executive Mrs. Sophia Levenson at sleverson@sicklecellbham.org. **Deadline for submission is Wednesday, March 6, 2024. NO TELEPHONE CALLS WILL BE ACCEPTED.**

***** Relocation is not being offered for this position. Salary commensurate with experience. *****