

Social Worker – Jefferson County Health Department

TARGET CLOSE DATE: 04/10/2026

PAY GRADE: Grade 20

TYPE: Full time

JOB SUMMARY:

The Jefferson County Department of Health is seeking experienced and dedicated Social Workers. This position is responsible for providing case management services to individuals facing a variety of social challenges, including mental health concerns, poverty, addiction, and domestic abuse. Employees in this role gather information from new patients, including demographics, psychosocial status, and medical history; develop individualized treatment plans; and coordinate necessary resources on behalf of clients, such as pharmaceuticals and incontinence supplies. Social Workers also deliver training programs to diverse audiences, including community groups and court-ordered offenders, and participate in professional development activities such as conferences and workshops. Employees may be required to interact with individuals who are physically aggressive or violent.

COMPENSATION & BENEFITS:

Jefferson County Health Department provides competitive pay and comprehensive benefits packages to include medical and dental insurance, employer-sponsored retirement plan (pension), generous paid holidays, sick and vacation leave, and more. The pay range for this job is listed below:

\$53,664 - \$83,262

MINIMUM QUALIFICATIONS:

The following are job-related qualifications that are required for employment consideration for this position:

- License to practice social work in the state of Alabama (e.g., Licensed Bachelor of Social Work - LBSW, Licensed Master of Social Work - LMSW, Licensed Independent Clinical Social Worker - LICSW).

PREFERRED QUALIFICATIONS:

The following are job-related qualifications deemed desirable by the Health Department. These qualifications may be considered by a hiring agency when reviewing applications and inviting candidates to participate in subsequent steps in the selection processes.

- Bi-lingual (Spanish).
- Experience performing work in a social services setting.
- Experience performing work in a domestic violence and/or abuse intervention program.
- Experience performing work in a medical environment.

TYPICAL JOB DUTIES:

- Performs administrative functions by drafting policies, creating schedules, documenting/storing service data, and requesting funds in order to ensure compliance with standards established by oversight agencies (e.g., Alabama Coalition Against Domestic Violence, Medicaid/Medicare, grant programs).
- Assists patients/clients in the completion of application and enrollment processes for federal, state, and private funded programs (e.g., housing, transportation, medication, health care, food stamps, Medicaid, Medicare, and energy assistance) to obtain relevant assistance as necessary.
- Prepares and/or implements individualized hospital discharge plan or case management plan by providing counseling, establishing rapport, educating patients/clients, and evaluating progress in order to create long term treatment strategy that is specifically tailored to patient/client needs.
- Coordinates with various social service agencies and care coordinators in order to exchange care-related information (e.g., patient/client's medical, psychological, and social history).
- Discusses discharge plan and/or case management plan with patients/clients in order to set plan goals and expectations.
- Procures resources and services for patients/clients by coordinating with social service agencies, contacting resource providers, negotiating rates, and making referrals in order to address needs identified in the case management and/or hospital discharge plan.
- Conducts intake of new patients/clients by administering assessment tools, collecting background information, establishing medical treatment history, and evaluating access to various resources in order to identify needed treatments and/or services.
- Engages in activities designed to ensure professional development, awareness of developments in the field, and knowledge of relevant practices, rules, laws, policies, and/or guidelines.
- Prepares and delivers educational programs to community groups, churches, civic groups, etc. to provide relevant information to citizens.

PHYSICAL DEMANDS:

Job is primarily sedentary involving sitting for long periods of time, but may involve occasional walking or standing for brief periods. Job may require working with angry/irate customers, dealing with physically aggressive or violent individuals, being exposed to bio-hazard materials, and providing services to an indigent population.

WORK ENVIRONMENT:

Work is conducted indoors both in office settings as well as during field visits to external places of business. Work involves use of standard office equipment, such as computer, phone, copier, etc.

EEO STATEMENT:

The Personnel Board of Jefferson County provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment with the Personnel Board of Jefferson County, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. Each Merit System member city/agency operates its own equal employment opportunity policies available on the individual city/agency website.

ACCOMMODATION:

To request an accommodation in the application or hiring process due to your own ongoing medical condition or disability, please contact our Accommodations Coordinator at accommodationrequest@pbjcal.org or phone at 205-279-3500 (select option 1) Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time. The accommodation process is reserved solely for job seekers with disabilities requesting accessibility assistance or accommodation in the job application process.

NOTE:

This job posting may close before, or be extended beyond, the listed Target Close Date based on the employment needs of the Merit System. More detail regarding this job is available by clicking Apply at <https://jobs.pbjcal.org/JobPosting/R0015058>.

DISCLAIMER:

This job posting is not meant to be an all-inclusive list of the job duties, responsibilities, or skills and abilities required for this position and may be changed at the discretion of the Personnel Board at any time.