



**FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

## **YMCA of PATERSON**

**Reports to:** CEO, VP and Resident Director

**FLSA Status:** Full Time Exempt

**Leadership Level:** Team Leader

**Primary Function/Department:** Residence

### **POSITION SUMMARY**

The Social Worker is a key provider of services within YMCA of Paterson's residents and reports to the Director of the Residence Program. The Social Worker works with the residents to assess their strengths and needs, plan a course of action, link the resident to services, counsel the residents and monitor progress. The Social Worker must assure that residents receive appropriate, competent and professional information and guidance, referrals and advocacy services to achieve successful outcomes. May include supervision of social work interns. Also he/she works to advance and leverage the YMCA of Paterson's cause and brand.

### **HOURS:**

### **OUR CULTURE:**

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### **LEADERSHIP COMPETENCIES:**

- Collaboration
- Communication & Influence
- Philanthropy
- Operational Effectiveness & Fiscal Management
- Program/Project Management
- YMCA Team Leadership certifications must be acquired in a timely manner

### **PRINCIPAL RESPONSIBILITIES:**

1. Manage the resident intake and assessment process to orient the resident to the resident program and produce a comprehensive assessment of resident service needs.
2. Develop with the resident a mutually agreed-upon individual service plan reflecting assessment findings goals. Update the plan with the client as required.
3. Meet regularly with the residents to assist him/her in obtaining needed services/benefits to achieve their individual service plan goals.
4. Provide supportive counseling to strengthen his/her ability to make appropriate life decisions.
5. Document case management activities in accordance with agency and funder guidelines and procedures. Collect service data and participate in evaluation and quality assurance activities.
6. Perform related tasks as assigned.
7. **Physical Requirements:** Involves light lifting and carrying (under 15 pounds), walking and standing, rapid mental and muscular coordination simultaneously, near and far vision including hearing required.
8. Performs other duties as assigned by VP and CEO,
9. Participates in meetings, groups, coalition, etc. that leverages and expands the YMCA of Paterson's cause, purpose and brand.
10. Participates in Y activities, such as committees, special events, Healthy Kids Day and Annual Campaign and other youth development and food related events,



## Demonstrated Knowledge, Skills, and Abilities

- Ability to independently assess the psychosocial functioning and needs of residents and their family members and to formulate and implement a treatment plan, identifying the resident's problems, strengths, weaknesses, coping skills and assistance needed, in collaboration with the patient.
- Ability to independently conduct intakes, psychosocial assessments and provide psychosocial treatment to a wide variety of individuals from various socio-economic, cultural, ethnic, educational and other diversified backgrounds. This requires knowledge of human development and behavior (physical and psychological) and the differential influences of the environment, society and culture.
- Referral, knowledge and/or experience in the use of medical and mental health diagnoses, disabilities and treatment procedures. This includes acute, chronic and traumatic illnesses/injuries, common medications and their effects/side effects.
- Knowledge of psychosocial treatment and ability to independently implement treatment modalities in working with individuals and groups who are experiencing a variety of psychiatric, medical and social problems to achieve treatment goals. This requires independent judgment and skill in utilizing supportive, problem solving or crisis intervention techniques.
- Ability to independently provide supportive counseling and/or psychotherapy services to individuals and groups and Social worker must practice within the bounds of their license or certification. For example, NJ requires social workers providing psychotherapy to have a clinical level of licensure. Ability to provide consultation services to other staff about the psychosocial needs of residents and the impact of psychosocial problems on health care and compliance with treatment. Ability to provide orientation and coaching to social work students.
- Ability to independently evaluate his/her own practice through participation in professional peer review case conferences, supervision with the Social Work Supervisor, or other organized means.
- Knowledge of community resources, how to make appropriate referrals to community and other governmental agencies for services, and ability to coordinate services.

## QUALIFICATIONS:

- **United States Citizenship:** Non-citizens may only be appointed when it is not possible to recruit qualified citizens in accordance with YMCA of Paterson Policy.
- **Education Requirement:** Bachelor or Master degree in Social Worker (BSW or MSW) from a school of social work fully accredited by the Council on Social Work Education (CSWE)
- **Certification Preferred (NOT REQUIRED)** – Persons hired or reassigned to social worker position can possess a CSW (Certified Social Worker) certificate.
- **License Preferred (NOT REQUIRED):** - Persons hired or reassigned to social worker position can be licensed (LSW or LCSW) in New Jersey to independently practice social work at the master's degree level.
- Experience in homelessness or housing experience, using the HMIS (Homeless Management Information System) data base system (**PREFFERD**).
- Bilingual Spanish and English speaking preferred

## SIGNATURE:

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

Today's date: \_\_\_\_\_

\_\_\_\_\_  
Vice President of Administration Name

\_\_\_\_\_  
Vice President of Administration President

Today's date: \_\_\_\_\_