

Job Description: Social Worker

AGAPE of North Alabama seeks a full-time Social Worker to serve within its foster care and adoption programs. This role plays a central part in case management, family engagement, and program stability and works under the supervision of the Director of Social Services.

Core Responsibilities

- Provide case management for foster, adoptive, and birth families
- Complete home studies, documentation, and required reports in accordance with Alabama DHR Minimum Standards and AGAPE Practice Manuals
- Maintain timely and accurate case files and forms
- Work with birth parents using sound professional practices
- Communicate with foster families and support training and events
- Support program sustainability through strategic community relationships, referrals, and appropriate grant participation, as directed by the Director of Social Services
- Represent AGAPE professionally with referral partners, including OB/GYN offices, clinics, hospitals, pediatric practices, and other community entities, and collaborate with the Director in maintaining these relationships as part of a coordinated outreach effort
- Participate in AGAPE's collaborative, cross-trained team approach by supporting agency-wide initiatives such as community outreach, donor engagement, public events, and other shared responsibilities that strengthen operational stability

Essential Qualifications

- Bachelor of Social Work (BSW) from a CSWE-accredited program
- Current Alabama licensure as LBSW (or LBSW-eligible at time of hire)
- Demonstrated professional experience in foster care, adoption, or child-placing services
- Familiarity with adoption-related and birth parent practices
- Strong verbal, written, and electronic communication skills
- Strong organizational and time-management skills
- Ability to communicate the perspectives, expectations, and decisions of AGAPE, foster families, birth parents, and DHR clearly and supportively
- Willingness to review, become familiar with, and practice in accordance with Alabama DHR Minimum Standards, AGAPE Practice Manuals, and the AGAPE Policies & Procedures Manual
- Willingness to read, affirm, and support AGAPE's Statements on Mission, Purpose and Faith, including its statements on the Sanctity of Life and the Sanctity of Marriage, Gender, and Sexuality, and to represent these commitments appropriately in the course of employment.

Preferred Qualifications

- Master of Social Work (MSW) from a CSWE-accredited program
- LMSW at time of hire (or LMSW-eligible, consistent with degree held)
- Two or more years of direct experience in foster care, adoption, or birth parent services
- Experience working directly with birth parents

Workload and Schedule

- This is a full-time, salaried position based in AGAPE's Madison, Alabama office. Social Workers work primarily from the office to support supervision, collaboration, and training.

- Caseloads are intentionally maintained at a level that supports thoughtful case management, clear documentation, and meaningful relationship-building with foster families, birth parents, and referral partners. As things currently stand, the primary caseload will not exceed 10 families or 15 children.
- The agency does not conduct child removals nor make court determinations regarding reunification.
- An emergency phone line is shared among Social Services staff on a rotating basis. Calls are generally limited to urgent matters involving foster families or birth parents. This role does not involve continuous overnight on-call duties.

Compensation and Benefits

- Salary range: \$42,500–\$46,500 annually, dependent on education, licensure, and experience
- Supportive work schedule, including every-other Friday off
- 13 paid holidays
- 12 days of personal leave
- 12 days of sick leave
- Employer-paid health insurance for the employee and a contribution toward family coverage
- Retirement plan contribution after one year of employment
- Support for appropriate continuing education and professional development

Work Environment and Support

AGAPE is committed to strengthening and stabilizing its Social Services program by supporting the professional growth and success of its staff through clear expectations and collaborative teamwork.

The Social Worker will receive regular supervision from the Director of Social Services and will work closely with other staff members in a coordinated, cross-trained team environment.

AGAPE values professionalism, flexibility, and a willingness to contribute to the overall health of the agency's programs, recognizing that staff in a small nonprofit setting often assist across functional areas when needed.

Application Process

- Visit <https://www.agapecares.org/join-our-social-services-team> to download the agency's employment application and affirmation page for Statements of Mission, etc. Submit the completed application, a current resume, and the signed affirmation page as directed in the online job posting.
- Applications missing any of the documents will not be considered.
- AGAPE will respond to all complete application packets.

AGAPE of North Alabama, Inc. is committed to providing equal opportunities in employment. In accordance with applicable federal, state, and local laws, AGAPE prohibits unlawful discrimination based on race, color, religion, sex (including pregnancy or childbirth), national origin, age (40 or older), disability (including mental health conditions), family medical history or genetic information, military or veteran status, or any other non-merit-based factor.