**JOB TITLE:** Social Worker (Licensed/Licensable)

**INTRODUCTION:** At AGAPE, we are dedicated to serving children and families in a spirit of Christian hope and love. We strive to make a difference by giving life to the words of James 1:27. As a Social Worker at AGAPE, you will play a vital role in our foster care and adoption programs, working to ensure the well-being of children and families. We invite passionate individuals to join our team and contribute to our mission.

**JOB SUMMARY:** The work of an AGAPE Social Worker will center around foster care and adoption. He/she will be responsible for providing support and assistance to individuals and families involved in the foster care and adoption processes, including birth parents. Filling the Social Worker role will involve assessing the suitability of prospective foster and adoptive families, conducting home studies, offering counseling and support services to both birth and adoptive families, and ensuring the well-being of children in the foster care system. AGAPE Social Workers will collaborate with various agencies, professionals, and community resources to facilitate successful placements and permanency planning.

**RESPONSIBILITIES:**

* **Assessment and Screening**
  + Evaluate prospective foster and adoptive families through comprehensive assessments, interviews, and background checks.
  + Assess the physical, emotional, and financial capabilities of applicants to ensure a safe and nurturing environment for children.
* **Family Support**
  + Offer counseling and emotional support to perspective and current foster, adoptive, and birth parents.
  + Provide ongoing training for foster and adoptive families, including but not limited to discussions of child development, trauma-informed care, and relevant legal and procedural requirements.
  + Assist birth parents in understanding their options, rights, and the emotional aspects of the adoption process.
* **Home Studies**
  + Conduct thorough home studies for foster and adoptive families to evaluate the living conditions and suitability of the home for placements.
  + Provide recommendations and guidance for necessary home improvements, if applicable.
* **Placement and Matching**
  + Collaborate with agencies and stakeholders to facilitate appropriate placements for children, while ensuring the involvement of birth parents in decision making.
* **Case Management**
  + Maintain accurate and up-to-date case records for each child and family.
  + Monitor the progress of placements, address challenges, and make recommendations for adjustments when necessary.
* **Advocacy**
  + Advocate for the best interests of children within a legal and ethical framework
  + Maintain open communication between all involved parties.
* **Collaboration and Networking**
  + Establish and maintain effective relationships with community organizations, healthcare providers, and educational institutions to support the needs of children and families.
* **Crisis Intervention**
  + Respond promptly to crisis situations, ensuring the safety and well-being of children.
* **Post-Adoption Services**
  + Provide ongoing support and resources to families after adoption, assisting with any challenges that may arise.
* **Strategic Advisor to the Director of Social Services and/or Executive Director**
  + Assist the Director of Social Services when addressing questions or problems involving social services.
  + Provide meaningful feedback on ideas shared asked by the Director of Social Services or the Executive Director. This role is not that of a sycophant but of a colleague and trusted advisor.

**QUALIFICATIONS**

* A Bachelor of Social Work degree from a CWSE-accredited university.
* Licensure required pursuant to the Code of Alabama 1975, § 34-30-1 through § 34-30-58. (LBSW acceptable, LMSW preferred.)
  + If you are not currently licensed, AGAPE will work with you to achieve licensure within 12 months of hire.
* Experience in child welfare. Some work in foster care and/or adoptive services is desired.
* Knowledge of relevant laws, regulations, and procedures governing child welfare, including Alabama’s Minimum Standards for Child-Placing Agencies and Minimum Standards for Foster Family Homes
* Strong interpersonal, written and verbal communication, organizational, and problem-solving skills.
* Ability to establish and maintain positive relationships with AGAPE colleagues, agency partners, and children and families.
* Ability and willingness to affirm and live by AGAPE’s Statements of Faith, etc. and Code of Conduct.

**TRAVEL REQUIREMENTS**

* The position involves occasional work-related travel to locations for assessments, meetings, and trainings. Travel may include overnight stays, and at times, collaboration with members of the opposite sex. Separate accommodation will be provided.