

Clinical Social Worker

Purpose of position: The purpose of the Clinical Social Worker (CSW) position is to provide direct evaluation, patient care, and service interventions for sickle cell disease patients and/or their families, and to assist in the coordination of interdisciplinary case management team services for sickle cell patients. The CSW will administer clinical and psychosocial assessments; develop comprehensive case management treatment plans that are congruent with the overall health care plan; provide psychosocial support; work as a liaison among community resources, the medical team, and the case management team; educate patients, their family members, staff, and students about patient needs; facilitate patient compliance with treatment, and; work with the medical staff, case management staff, and community resources to improve and better coordinate discharge and case management planning.

1) Performance Expectations: Clinical

- Identify sickle cell patients and caregivers unmet needs
- Assess each patient's biopsychosocial status
- Apply knowledge of culture, human behavior, normal human development and social work theories in the assessment
- Incorporate appropriate intervention theories and techniques
- Using evidence based data to validate intuitive assessment
- Work with sickle cell transition population to ensure all patients needs from pediatric to adult care have been accessed
- Develop an effective working relationship with adult SCD patients and caregivers via engagement, collaboration, advocacy, decision making and problem solving
- Identify adult SCD patient and caregiver strengths in managing these patients' health status
- Work with the interdisciplinary case management team to identify patients' case management needs, and a plan for meeting them during inpatient and outpatient care
- Establish and adjust priority of patients' needs according to the most urgent
- Facilitate adaptation to the patients' health condition
- Educate patients and their caregivers about the healthcare plan, resources available and treatment recommendations
- Provide psychosocial support to facilitate optimal patient outcomes
- Educate patients and families regarding patients' rights, responsibilities and appropriate options for services, and advocate for patients' rights
- Maintain confidentiality at all times
- Use knowledge of crisis, family, systems and the other theories in conducting clinical interventions
- Make treatment recommendations based on evidence based literature
- Develop treatment plans that are congruent with the teams overall treatment plan
- Identify barriers to accomplishing team goals
- Develop plans to address barriers
- Identify solutions to accommodate team goals

- **Involve the patient, patients designated decision maker and staff as appropriate in establishing treatment goals**
- **Develop treatment plans to address social and psychological barriers to discharge and patients abilities to adhere to medical regimen**
- **Document accurately and timely in the medical record a patients assessment, re-assessment when appropriate, interventions and services provided and a treatment plan**
- **Educate team members and cultural aspects that might impact patient care to increase the teams level of awareness and understanding of the patients unique situation**
- **Make appropriate referrals to other team members, but not limited to patient navigators, chaplains, physical rehabilitation and substance abuse consult teams**
- **Participate in community interaction with patients as deemed necessary**
- **Work in the community with patient navigators and patients on all psychosocial issues**
- **Oversee and implement a monthly adult sickle cell patient support group, assisted by the clinical team**
- **Work with the pediatric SCD team on a transition support group to increase education and socialization of transition patients.**
- **Attend transition program events as needed**

2) Performance Expectations: Professional Development

The Clinical Social Worker demonstrates commitment to exploring opportunities to advance knowledge, educate staff and students, and contribute to professional literature and research by:

- **Evaluating the effectiveness of social work interventions provided**
- **Participating in program development**
- **Attend all meetings with medical director and other additional interdisciplinary team members to provide feedback, development and strategize team goals**
- **Attend daily rounds for all sickle cell patients and the team and provide recommendation for care both inpatient and outpatient**
- **Identifying strengths and opportunities for professional development**
- **Attend staff meetings(set by department)annually to stay abreast of policy and procedure changes, new programs and service's and participating in exploring opportunities to improve School of Social Work**
- **Mentoring other social workers by providing support, sharing knowledge and through peer review**
- **Participating in professional development activities annually including continuing education**
- **Participating in research, committee work, or other activities to benefit the social work profession**
- **Using supervision appropriately**

3) Performance expectations: Accountability

The Clinical Social Worker will demonstrate accountability to patients, team, supervisor and organizations by:

- **Adhering to the Social Work Code of Ethics in daily clinical practice**
- **Managing assigned caseload effectively and efficiently on a daily basis**
- **Demonstrating responsibilities and accountability to the health care team**
- **Demonstrating effective time management skills both in prioritizing work load and responding to patients concerns to include assistance, participating in interdisciplinary rounds and engaging in case finding activities**
- **Planning for absences by ensuring coverage for patients**
- **Using organizational and departmental resources sparingly and prudently**
- **Supporting the goals and mission of VCUHS**

4) Performance expectations: Miscellaneous responsibilities

- **Perform other duties as assigned and/or participate in special projects in order to support the mission of VCHUS and Department**
- **Provides assistance to other social work colleagues as needed**
- **Accepts alternate assignments as required, graciously**

Qualifications: Master of Social Work degree from a Council on Social Work Education accredited program .MSW required, LCSW preferred. Will consider new graduates up to 2 years of clinical social work experience, prefer one year of clinical social work experience. Preferred social worker with at least 1-2 years of working with sickle cell population. Clinical social work experience in acute care setting preferred. Must have a valid driver's license, transportation and insurance and be willing to work in the community setting with interdisciplinary team members, and willing to travel outside of the Richmond area for day trips. Excellent oral and written communication skills with the ability to listen, comprehend and effectively communicate. Must have the ability to work independently, but also to work effectively within interdisciplinary teams. Must have working knowledge and ability to use Microsoft Office. May be required to work alternate schedules, weekends, holiday and take call.