



## Henderson County, North Carolina Director of Social Services

### The Community

Hendersonville, the county seat for Henderson County, can be described as having a small-town vibe with big city amenities. We are known as apple country, nestled in the Blue Ridge Mountains of Western North Carolina. You can find everything from outdoor adventure, excellent medical care, a thriving culinary scene, to breweries and wineries and farmers markets. We experience four seasons including a vibrant spring and a breath-taking fall. Henderson County is family friendly and dog friendly too! Come for the southern hospitality, fall in love, and stay for the cozy charm!

### The Agency

The Henderson County Department of Social Services is co-located with the Department of Public Health near downtown Hendersonville. Henderson County is a Tier 3 county located in Region 1 of Western North Carolina. The Department has 201 full time positions. HCDSS partners with local non-profits and other governmental agencies to provide services that improve the safety, health, well-being, independence, and quality of life for the residents of Henderson County.



## Henderson County, North Carolina Director of Social Services

### Essential Duties

- The Director of the Henderson County Department of Social Services is dedicated to the promotion of the health, well-being, and general welfare of all families in our county, making full use of federal, state, local community, and departmental resources. The goal is to provide the elderly, children, disabled, and families a maximum opportunity for self-sufficiency and independence in the homes free of abuse, neglect and exploitation.
- Directs other managers/supervisors, professional, paraprofessional, and support staff in the delivery of agency services and provides leadership and direction for program development, establishing program standards and monitoring and evaluating quality of service delivery systems outlined in NC General Statutes 108A.
- Performs a range of general administrative functions to ensure compliance with the adherence to all relevant federal and state laws, regulations, and statutes requiring a high level of independence and self-supervision; The Director reports to the Board of Social Services, however works closely with the County Manager's Office, Board of Commissioners and other County Departments.
- Engages with recruitment, employment, and retention of personnel and ensures personnel management in accordance with policies for Local Government and employees subject to the State Personnel Act.
- Work also involves representing the agency with government officials, other human services providers, and a variety of advocacy groups to influence the decision making process in order to ensure adequate resources for program maintenance and expansion and delivery of comprehensive services.

### Minimum Requirements

- A Master's Degree in Social Work and two years of supervisory experience in the delivery of client services.
- Or a Bachelor's Degree in Social Work and three years of supervisory experience in the delivery of client services, one of which must have been in Social Services.
- Or graduation from a four year college or university and three years of supervisory experience in the delivery of client services, two of which must have been in Social Services.
- Or an equivalent combination of training and experience.
- The preferred candidate will have previous or current DSS Director, Deputy Director or similar DSS Director experience.

(Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job duties of this position.)  
Henderson County is an equal opportunity employer

# Benefits



FREE employee Medical and Dental with participation in company Wellness program

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Retirement plan starting from day one! LGERS/401k/457

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FREE Wellness Clinic services for Medical Plan participants Including behavioral health services

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Accrual based Vacation and Sick days program/ Paid Holidays

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Flexible Spending Account/Health Savings Account

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Employee Assistance Program

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Pre-employment drug test and background checks required of finalist applicants.

Applications must be obtained, fully completed, and submitted to Henderson County HRD by mail 112 First Avenue West, Hendersonville, NC 28792, by email ([hrd@hendersoncountync.gov](mailto:hrd@hendersoncountync.gov)), or by fax (828) 698-6184. Please see our website, [www.hendersoncountync.gov/hr](http://www.hendersoncountync.gov/hr) and refer to the Additional Applicant Information section for more detailed instructions. College Transcripts should be attached.

**The deadline for application is: 04/27/2024 at 5:00 PM**

**Starting rate: \$94,848.00 - \$215,787.00**

**Grade: 91A**

**Hiring Salary will be determined based on qualifications and internal equity**