

## Job Announcement Number

NE-12311504-TR-24-012

# Overview

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<b>Job Title</b> SOCIAL WORKER	<b>Department</b> Department of the Army
<b>Agency</b> Army National Guard Units	<b>Hiring Organization</b> N/A
<b>Open &amp; Closing Dates</b> 02/21/2024 to 09/27/2024	<b>Application Count</b> N/A
<b>Salary</b> \$72,553.00 to \$94,317.00 Per Year; Announcement is open till filled, First review will be 13 March 2024 with a review every 7 days thereafter.	<b>Pay Scale &amp; Grade</b> GS-11
<b>Locations</b> Kearney, Nebraska	<b>Remote Job</b> No
<b>Telework Eligible</b> Yes - as determined by the agency policy.	<b>Travel Required</b> Occasional travel - You may be expected to travel for this position.
<b>Relocation Expenses Reimbursed</b> No	<b>Appointment Type</b> Temporary; INDEFINITE
<b>Work Schedule</b> Full-time	<b>Service</b> Excepted
<b>Promotion Potential</b> None	<b>Job Family (Series)</b> 0185 - Social Work
<b>Supervisory Status</b> No	<b>Security Clearance</b> Confidential
<b>Drug Test</b> No	<b>Position Sensitivity And Risk</b> Noncritical-Sensitive (NCS)/Moderate Risk
<b>Trust Determination Process</b> Credentialing, Suitability/Fitness	

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## Summary

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**THIS IS A TITLE 5 EXCEPTED SERVICE POSITION WITH THE NEBRASKA ARMY NATIONAL GUARD.**

This National Guard position is for a SOCIAL WORKER, PD Number T5013000 and is part of the Office of the State Surgeon, Nebraska Army National Guard.

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## Learn More About This Agency

### Marketing Message

The National Guard is the oldest component of the Armed Forces of the United States. Since the earliest American colonial days, citizens have joined together for collective defense. We have a proud tradition of coming to the aid of our friends and neighbors in times of serious emergencies. Join our National Guard team and serve your nation, your states and your community

### Marketing Link

<https://ne.ng.mil/Pages/Home.aspx>

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## This Job Is Open To

### Hiring Paths

Federal employees - Excepted service, Internal to an agency - appears on USAJOBS, The public

### Hiring Paths Clarification Text

TITLE 5 EXCEPTED SERVICE POSITION OPEN TO: THE PUBLIC

# Videos

## Marketing Video Link 1

N/A

## Marketing Video Link 2

N/A

# Duties

## Duties

As a SOCIAL WORKER, GS-0185-11, duties include:

1. Coordinate with the National Guard community serving the military and non-military agencies to promote timely information exchange, coordinate collaborative prevention efforts, and establish and maintain an extensive array of resources, associations, and community partnerships. Participates in community activities to incorporate complex strategies that enhance community strengths, reduces broad-based community needs, implements community problem solving methods, and forges community connections to promote psychologically healthy lifestyles. Ensures that curriculums and community intervention initiatives for each prevention program are research-based and supported by the literature. Participates in relevant committee meetings in an effort to provide input and obtain information related to psychological health issues. Coordinates substantial findings and possible effects of outreach efforts with key leaders to ensure they remain current on issues related to the program. Liaison between the military and non- military community agencies, including medical agencies, schools, shelters, child care, and family support centers providing access to services that can improve and/or sustain the psychological health of National Guardsmen and families. Represents the community outreach and prevention initiatives and programs professionally and appropriately. Coordinates findings and effects with leadership in an effective and timely manner.
2. Conducts needs assessments, intake evaluations, and psycho-diagnostic assessments. Applies professional knowledge of the principles, theories, procedures, and practices of social work to conduct needs assessments and/or intake evaluations on limited but routine basis in accordance with applicable DoD guidelines. Prepares written evaluation reports with clinical impressions and recommendations. Accomplishes intake interviews to include family history, bio-psychosocial history, developmental and health histories, and presenting problems together with any relevant secondary information, screens records and personnel for security clearances and makes administrative recommendations.
3. Coordinates, and implements prevention and community outreach and education programs. Conducts comprehensive needs assessments and Strengths, Weaknesses, Opportunity, and Threat (SWOT) analyses that form the basis for program development activities and action plans. Implements community organization strategies with key organizations to increase awareness of psychological health. Develop coordinated plans for reducing risk factors for individuals and within the community, and build and enhance a general culture that promotes psychological health and wellness. Develops and provides access to primary prevention services to inform and educate leadership and the NGB community at large about the dynamics, treatment, and life skills and behaviors associated with psychological illness and methods to improve wellness. Develops and provides access to secondary preventive support services and psycho-educational skills-development activities such as parenting skills, stress management, change management, anger management, financial/money management, support groups for single parents, and couples communication.
4. Coordinate as key facilitator and team lead in the development and implementation of an annual, Unit-level psychological health strategic plan. Develops a formal evaluation process to monitor prevention and outreach programs and access to resources. Designs and manages special programs, services, and information and awareness presentations, such as newspaper articles brochures describing ways to enhance psychological health, and national and local awareness theme events (e.g., Suicide Prevention month and National Depression Screening Day). Develops programs and initiatives, implements, and maintains primary and secondary prevention programs that improve, enhance, and sustain psychological health. Monitors prevention and outreach/education programs and access to services through timely and accurate evaluation activities.

----DUTIES CONTINUED IN ADDITIONAL DETAILS-----

# Requirements

## Conditions Of Employment

- Males born after 31 December 1959 must be registered for Selective Service.
- Obtain/maintain the level of security clearance/background check required
- May be required to successfully complete a probationary period.
- Direct Deposit is mandatory
- Drug Testing Required

## Qualifications

### Security Clearance/Background Check requirements:

In order to comply with US DOD requirements and ensure the safety and security of the missions, programs, property and personnel of the Nebraska Military Department, employees must obtain the appropriate background investigation and maintain the level of security clearance assigned to their respective work.

Failure to obtain, within one year of appointment, and maintain the designated type of security clearance/background check required for the respective work may result in a job offer being rescinded, separations of employment, or other actions as may be deemed in the best interest of the agency.

Prior to appointment individuals must meet the security clearance requirements for the position or submit the required documents of the Nebraska National Guard, Personnel Security Manager for processing the appropriate investigation. Required forms: SF86, PSIP Initiation Form, Fingerprints, OF306 and Application/Resume.

**Nebraska National Guard Personnel Security Manager - katee.m.boden.mil@army.mil; 402-309-8319.**

**GENERAL EXPERIENCE:** Knowledge of social work theories, principles, techniques, and resources is mandatory. Experience that equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position, and that is typically in or related to the work of the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level in the normal line of progression for the occupation in the organization.

**SPECIALIZED EXPERIENCE:** Must have 24 months of experience in clinical social work assignments. Completion of the Air Force Social Work Internship Program may be substituted for 12 months of the specialized experience requirement. This experience demonstrates particular competencies of knowledge, skills, and abilities to successfully perform the duties of the position. Must have specialized experience in professional social work that includes interviewing people to establish the nature and extent of their problems, helping them work-out plans for improving the situation, providing assistance and services, referring them to community resources and other organizations as indicated, and assisting them to understand and modify their own patterns of behavior when appropriate. Except as stated above, no other substitution of education for specialized experience is allowed.

**Quality of Experience** - Candidates' experience is evaluated on the basis of duties performed rather than strictly on the individual's officer rank; however, established military compatibility criteria/assignments are strictly followed. The applicant's record of experiences, training, licensing, and education must show full possession of the competencies needed to fully perform the position's required duties and responsibilities.

### **Education**

Master's degree in Social Work from a graduate school of social work accredited by the Council on Social Work Education (CSWE) and acceptable to The Surgeon General.

### **Additional Information**

DUTIES CONTINUED:

5. Develop, teach, and provide oversight for classes that promote education and skill-building to enhance psychological and physical health. Evaluate training opportunities, and professional development activities. Provides timely, effective, and accurate training to mental health providers and other medical personnel on psychological health matters, resources, and interventions. Briefs senior leadership and other key personnel and committees on prevention issues in an effort to obtain optimum support for and participation in all outreach and prevention activities. Recruits, trains, and facilitates volunteers when necessary to support the National Guard DPH.

6. Responsible for marketing and marketing evaluation activities. Serves as primary consultant and advisor on methods to successfully market the National Guard DPH. Formulates strategies to generate interest, acceptance, and participation by National Guard community consumers, resource suppliers, and eligible National Guard Soldiers/Airmen and family members regarding psychological health services and community prevention for the general population. Employs social marketing of primary and secondary prevention interventions to promote utilization of military and non-military resources and services. Facilitates awareness of and accessibility to available services for National Guard members and their families. Collaborates with the DPH team to develop and implement techniques to determine customer satisfaction. Participates with the DPH team to implement outcome measures. Ensures that the program complies with applicable DOD policies, Army Regulations, Air Force Instructions, National Guard guidance, policy letters, and other official guidance.

Performs other duties as assigned.

### **CONDITIONS OF EMPLOYMENT & NOTES:**

\*\*\*This is a National Guard Title 5 Employee PD\*\*\*

1. A Master's in Social Work from an institution accredited by the Council on Social Work Education is required. Substitute degrees will not be accepted.
2. Selective Placement Factor: Possess a current, unrestricted State license to practice clinical social work independently.
3. Must have 24 months of experience in clinical social work assignments. For ANG candidates, completion of the Air Force Social Work Internship Program may be substituted for 12 months of the specialized experience requirement.
4. The incumbent of this position description must have, at a minimum, a completed National Agency Check (NAC) prior to position assignment.
5. This position is covered by the Domestic Violence Misdemeanor Amendment (30 Sep 96) of the Gun Control Act (Lautenberg Amendment) of 1968. An individual convicted of a qualifying crime of domestic violence may not perform the duties of this position.

6. This position is designated as Essential Personnel and may be subject to duty in preparation for, or in response to, a state emergency or disaster declaration. This designation will not exceed 14 calendar days per year unless otherwise approved in advance by the TAG.

### Benefits Link

<https://www.abc.army.mil/>

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## How You Will Be Evaluated

### How You Will Be Evaluated

Once the announcement has closed, your resume and supporting documentation will be used to determine if you meet the qualifications listed on this announcement. Your answers to the assessment questionnaire will be verified against information provided in your resume and other supporting documentation. Be sure that your resume clearly supports your responses to all the questions addressing experience and education relevant to this position.

In describing your experience, please be clear and specific, we will not make assumptions regarding your experience. If, after reviewing your resume and supporting documentation, a determination is made that you have inflated your qualifications or experiences, your rating will be adjusted or you may be excluded from consideration for this position.

Your qualifications will be evaluated against general and specialized experience under the "Qualifications" section and against the following competencies (knowledge, skills, abilities and other characteristics):

Administration and Management, Customer Service, Leadership, Planning and Evaluating, Project Management, and Technical Competence

### NUMERIC CATEGORY:

Applicants who meet the basic qualification requirements will be placed in a numeric group based upon ranking factors such as knowledge, skills, abilities, and behaviors as reflected in their application package.

### Numeric category ratings are:

**Highly-Qualified: 90-100 points.** To be highly-qualified, an applicant substantially exceeds the minimum qualifications of the position, including all selective placement factors and are fully competent to effectively perform all the job requirements in the position almost immediately with minimum training or orientation;

**Well-Qualified: 80-89 points.** To be well qualified, an applicant meets the minimum qualifications of the position and is proficient in most, but not all, of the requirements of the position. May require some training or orientation to satisfactorily perform the duties of the position;

**Qualified: 70-79 points.** To be qualified, an applicant meets the minimum qualifications of the position and is proficient in some, but not all, of the position's requirements. Will require extensive training or orientation to satisfactorily perform the duties of the position.

To preview the assessment questionnaire, please use the following link: <https://apply.usastaffing.gov/ViewQuestionnaire/12311504>.

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## Required Documents

### Required Documents

To apply for this position, you must submit a complete Application Package which includes:

1. Your **resume** showing work schedule, hours worked per week, dates (format should include Month and Year) of employment and duties performed.

Use this link for [Resume Tips](#).

2. **Other supporting documents (optional)**

- Cover Letter
- DD-214
- Other Veterans Document
- SF-50
- Transcript

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## How To Apply

### How To Apply

To apply for this position, you must complete the online application and submit the documentation specified in the Required Documents section below.

A complete application package must be submitted by 11:59 PM (Eastern) on the closing date of the announcement to receive consideration.

To begin, click **Apply** to access the online application. You will need to be logged into your USAJOBS account to apply. If you do not have a USAJOBS account, you will need to create one before beginning the application.

Follow the prompts to **select your resume and/or other supporting documents** to be included with your application package. You will have the opportunity to upload additional documents to include in your application before it is submitted. Your uploaded documents may take several hours to clear the virus scan process.

After acknowledging you have reviewed your application package, complete the Include Personal Information section as you deem appropriate and **click to continue with the application process**.

You will be taken to the online application which you must complete in order to apply for the position. Complete the online application, verify the required documentation is included with your application package, and submit the application.

To verify the status of your application, log into your USAJOBS account (<https://my.usajobs.gov/Account/Login>), all of your applications will appear on the Welcome screen. The Application Status will appear along with the date your application was last updated. For information on what each Application Status means, visit: <https://www.usajobs.gov/Help/how-to/application/status/>.

## Agency Contact Information

### Questions About This job

Jon Sronce  
Phone: 402-309-8173  
Email: [jon.c.sronce.civ@army.mil](mailto:jon.c.sronce.civ@army.mil)

### Agency Information

NE G1  
2433 NW 24th Street  
Lincoln, NE 68524

## Next Steps

Once your online application is submitted you will receive a confirmation notification by email. Your application will be evaluated by the Human Resources Office to determine your eligibility for the position. After the evaluation is complete, you will receive another notification regarding the status of your application.

### Applicants will be referred in the following order:

1. Highly-Qualified
2. Well-Qualified
3. Qualified

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## Release URL

### Release URL

<https://www.usajobs.gov/GetJob/ViewDetails/777591500>