

Job Title	LMSW
Employer/ Agency	Altus Hospice (Sugarland)
Job Description	<p>The Hospice Licensed Master Social Worker (LMSW) provides social service counseling and guidance to facilitate the maximum functioning and coping capacity to each Altus Hospice patient and caregiver/family member.</p> <p>SPECIFIC DUTIES AND RESPONSIBILITIES</p> <p>1. Patient Care</p> <ul style="list-style-type: none"> • Assesses the psychosocial status of patients and families/caregivers related to the patient's terminal illness and environment and communicates findings to the RN Case Manager and other members of the interdisciplinary group. • Carries out social evaluations, including family dynamics, caregiver abilities, communication patterns, high-risks for suicide, neglect or abuse and plans intervention based on evaluation findings and reports findings to the Director of Clinical Services. • Counsel's patient and family/caregivers as needed in relationship to stress, and other identified coping difficulties. • Assists family and patient in planning for funeral arrangements, financial, legal, and health care decision responsibilities. • Educates patients and families on, and assists in, preparation of advanced directives. • Participates in the transfer/discharge process, which includes planning for any necessary family counseling, patient education, or other services before the patient is transferred or discharged. • Assesses for, and educates interdisciplinary group, on any special needs related to the culture of the patient and family. Includes communication, role of family, space, and any special traditions or taboos. • Provides information and referral services for Altus Hospice patients and families/caregivers regarding practical and environmental needs. • Completes an initial social work and bereavement assessment as part of the comprehensive assessment within 5 (five) days of admission, including documentation of findings, type of bereavement services to be

offered and frequency of those services in the clinical record as needed with each new submission.

- Participates with the Interdisciplinary Group in development of the bereavement plan of care at the beginning of the patient's admission with ongoing participation including documentation of individualized plan and actions in the clinical record on an as needed basis but no less than every two weeks.
- Supervises the implementation of an individualized social work plan of care and notified Bereavement Coordinator of bereavement assessment needs.
- Forms liaisons with other support services in the community and assures an appropriate level of bereavement support for each client on a daily basis.
- Supervises Licensed Baccalaureate Social Worker as indicated.

2. Communication

- Maintains regular communication with the Director of Clinical Services to review clients and help with managing social work needs (this may include unusual or potentially problematic client issues).
- Initiates communication with hospice staff members and other facilities as needed to coordinate optimal care and use of resources for patient/family members.
- Works in cooperation with the family/caregiver and hospice interdisciplinary group to meet the social work needs of the family/caregiver.

3. Additional Duties

- Monitors and maintains documentation of clinical records to ensure compliance with regulatory standards of timeliness, accuracy, and completeness via electronic record so that problems, actions, and goals are accurately and clearly stated and changes are reflected as they occur.
- Fulfills the obligation of requested and/or accepted case assignments.
- Participates in all mandatory staff in-services, meeting, and/or education.
- Demonstrates familiarity with the policies of Altus Hospice and rules/regulations of state and federal licensing agencies

Qualifications

- Master's degree in Social Work required.
- Minimum one (1) year experience as a social worker in long term care or medical surgical/ acute care setting.
- One (1) year of hospice experience preferred but not required.
- Must be computer proficient in typing and various programs, including background in EMR.
- Ability to work with and supervise others as an effective team builder and team player.
- Skilled at establishing/maintaining working relationships with key staff, marketing contacts, and clinical staff to ensure thorough understanding of Altus Hospice services.
- Ability to work autonomously, take initiative, set priorities, organize work, and make independent decisions.
- Excellent communication skills, including public speaking, both verbal and written.
- Subject to criminal background check and drug screening.
- Holds current valid Texas driver's license.
- Reliable transportation with current automobile insurance.
- Holds current unencumbered license of Social Work in the state of Texas.

The LMSW must exhibit the following competencies:

1. **Critical Thinking:** Synthesize complex and diverse information; collect and objectively weigh data; use experience, intuition, and critical thinking to complement data; and design effective processes and workflows.
2. **Results Orientation:** Assist Altus Hospice in achieving or exceeding identified strategic goals in patient service excellence, internal systems and processes, learning and growth initiatives, and financial health.
3. **Leadership:** Inspire the trust of others; balance team and individual responsibilities; give and welcome feedback; exhibit objectivity and openness to others' views, contribute to holding each other accountable and building a positive team spirit; put the success of team above own interests.
4. **Integrity and Ethics:** Treat people with respect and individuality regardless of their status or the situation; do what you say; be fair and equitable in all interactions; be a good steward of company resources; actively contribute toward employees' success and the company's goals; uphold organizational values.

5. **Dependability:** Maintain work behavior that invites trust and reliance; role model positive attendance and punctuality standards; ensure work responsibilities are completed correctly and are covered when absent; arrive at meetings and appointments prepared and on time.
6. **Professionalism:** Uphold high works standards that reflect the company’s purpose and goals; accept responsibility for own actions; react to challenges positively and calmly; provide leadership in maintaining highest technical and customer service standards for the benefit of the patients served.
7. **Innovation:** Meet challenges with creativity and resourcefulness; remain open to change, others ideas, and trying new things; generate suggestions for improving work processes, services and products.
8. **Oral Communication:** Speak persuasively, with intention and thought, in both positive and negative situations; fully listen and get clarification; respond well to questions; demonstrate group presentation skills; participate in meetings without dominating others.
9. **Written Communication:** Write clearly and informatively; present numerical data effectively; read and interpret written information; ensure adequate, effective communication with all team members to maintain company values, goals, and culture.
10. **Quality:** Demonstrate accuracy and thoroughness; look for ways to improve and promote quality; monitor and self-correct own work processes and outcomes; apply feedback from others to improve performance.

Salary/Hours

- Able to work full time, part time or PRN, with some weekend work
- On-Call per on-call schedule. Holiday on-call coverage per holiday schedule.
- 75% weekly field travel without restriction
- This position is paid a salary (unless PRN of part time) intended to cover all hours worked during the week, knowing those hours may sometimes exceed eight hours in a day or forty hours in a week and may fluctuate from week to week.

Employer/Agency	Altus Hospice – Houston South
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Application Method	E-mail resume
Opening Date	Open Now

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