

## Equine Rescue Facility

### Objective

The Veterinary Social Worker's primary roles are to provide emotional support to staff and workers, short term interventions, and psychoeducational programs.

### License Requirements

- Must be a licensed clinical social worker, LCSW, or must be in the process of obtaining the licensure in order to practice independently.
  - This includes having supervision by an approved LCSW - \$30-\$60 per hour of supervision for every 30 client hours.
- LCSWs need 30 CE hours in order to renew their license. Of those 30 hours, 20 must be in social work, six must be in ethics and four can be in either professional ethics or social work. As of November 2015, the renewal fee was \$120 (<http://www.socialworkguide.org/licensure/tennessee/>).

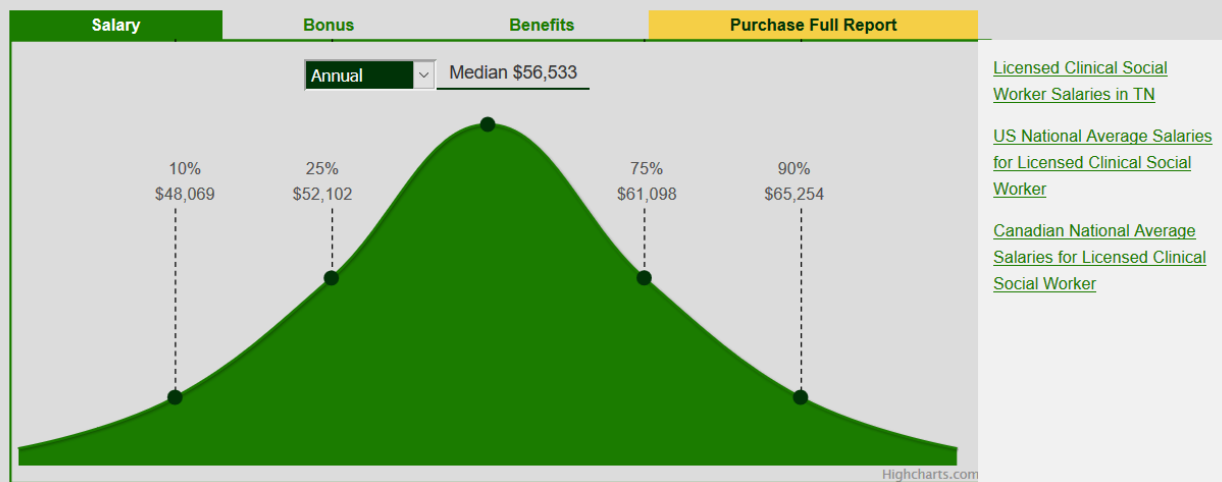
### Salary

#### What is the average Licensed Clinical Social Worker salary for Knoxville, TN?

How much does a **Licensed Clinical Social Worker** in **Knoxville, TN** make? The median annual **Licensed Clinical Social Worker** salary in **Knoxville, TN** is **\$56,533**, as of June 24, 2016, with a range usually between **\$52,102-\$61,098** not including bonus and benefit information and other factors that impact base pay. However, the salary for someone with the title **Licensed Clinical Social Worker** may vary depending on a number of factors including industry, company size, location, years of experience and level of education. Our team of Certified Compensation Professionals has analyzed survey data collected from thousands of HR departments at companies of all sizes and industries to present this range of annual salaries for people with the job title **Licensed Clinical Social Worker** in **Knoxville, TN**.

This chart describes the expected percentage of people who perform the job of Licensed Clinical Social Worker in the United States that make less than that annual salary. For example the median expected annual pay for a typical Licensed Clinical Social Worker in the United States is \$56,533 so 50% of the people who perform the job of Licensed Clinical Social Worker in the United States are expected to make less than \$56,533.

Source: HR Reported data as of July 2016



### Interview questions

- Have you ever been through an equine euthanasia?
  - Opportunity to view without ownership
- Comfort level around equine within this agency?
- Are you able to aid staff and workers in day to day tasks?
  - Servant leadership
- Do you understand dual relationships?

### Tasks and Job Duties

- Attend equine handling trainings with staff and workers
- Establish storage of client documentation that is confidential

### Staff & Workers

- Provide debriefing individually and/or in groups
- Provide short-term counseling regarding work or personal matters
- Provide referrals for long-term counseling and medication management
- Develop or enhance wellness practices within the agency
- Develop or enhance the pet loss support group
- Provide support in mitigating compassion fatigue for staff and workers

### Education and Outreach

- Provide continuing education presentations for staff and workers on topics such as compassion fatigue, self-care, human and animal bond, the Link, and grief and loss
- Maintain and develop a resource list of therapists in the area who are interested in providing pet loss counseling support for staff, workers, and possible pet owners
- Speak to community groups about veterinary social work services as needed
- Act as Task Instructor for University of Tennessee MSSW Interns
  - Can become Field Instructor 2 years after graduation – August 2018

### Skills/Abilities

- Be familiar with animal laws within the State
- Maintain confidentiality and uphold the NASW Code of Ethics
- Ability to work independently
- Ability to provide services within a high paced and highly emotional setting
- Be familiar with grant research and writing process

