

Job Title: Licensed Social Worker – Criminal Defense Program Supervisor

Location: Boerne, Texas and Surrounding Areas

Position Type: Full-time

Salary Range: \$73,500

Start Date: After October 1, 2025

About Us:

We are a dedicated and forward-thinking public defender team committed to providing comprehensive support for indigent criminal defendants. Our mission is to not only defend our clients in the court of law but to empower them by addressing the root causes that contribute to their involvement in the criminal justice system. As part of our mission, we are developing a mental health section to enable our criminal clients to access the mental health treatment, addiction services, and housing placements necessary for their rehabilitation and future success. We are also hoping to be able to use these treatment programs as motivation to reduce possible sentences and their willingness to accept services as mitigation for punishment.

Position Overview:

We are seeking a **Licensed Social Worker** with strong leadership and supervisory skills to oversee a team of four case managers. This individual will play a critical role in helping our criminal clients access the mental health, addiction treatment, and housing services they need to reintegrate into society. The social worker will also work closely with legal teams, community organizations, and treatment providers to build and implement an effective service program that directly supports the defense and long-term success of criminal defendants.

Key Responsibilities:

- **Leadership:** Provide guidance to four case managers responsible for helping criminal defendants navigate mental health, addiction treatment, and housing options.
- **Program Development:** Lead the design, development, and implementation of a comprehensive service program that addresses the needs of clients with mental health and substance abuse disorders, ensuring that they have access to appropriate resources, treatment programs, and housing placements.
- **Client Support & Advocacy:** Act as a primary resource and advocate for clients, ensuring they receive the treatment and services necessary for rehabilitation. Work with clients to create individualized plans for treatment and recovery.
- **Collaboration with Legal Teams:** Work closely with attorneys to ensure that clients' treatment and service needs are factored into *defense strategies*. Assist in gathering evidence of treatment efforts to support case outcomes.
- **Case Management:** Oversee the coordination of care and resources, ensuring that case managers are providing comprehensive, timely, and effective services. Assist in managing complex or high-risk cases directly.

- **Partnership Building:** Build and maintain strong relationships with local treatment providers, mental health professionals, addiction counselors, housing authorities, and other community organizations to ensure seamless access to services for clients.
- **Documentation & Reporting:** Maintain accurate and thorough case files, including service plans, progress notes, and documentation of client outcomes. Provide regular reports to management regarding program effectiveness and client progress.
- **Training & Development:** Provide ongoing training and support to case managers to ensure they are well-equipped to handle the diverse needs of clients. Keep up to date on best practices in social work, criminal justice, mental health treatment, and addiction recovery.

Qualifications:

- **Education & Licensing:** Master's degree in social work (MSW) and a valid state license to practice social work (LCSW or equivalent).
- **Experience:** Minimum of 5 years of experience in social work, with at least 2 years in a supervisory or leadership role. Experience in criminal justice settings and working with individuals with mental health and substance abuse issues is highly preferred.
- **Knowledge:** Strong understanding of mental health, addiction, and housing issues as they relate to the criminal justice system. Familiarity with community resources, legal processes, and case management strategies.
- **Skills:** Exceptional communication, organizational, and interpersonal skills. Ability to manage multiple cases and supervise a team effectively. Strong problem-solving skills and the ability to work under pressure.
- **Passion for Social Justice:** Commitment to the rehabilitation and fair treatment of individuals within the criminal justice system, and a deep understanding of the challenges faced by marginalized populations.

Additional Requirements:

- Valid driver's license and reliable transportation.
- Ability to pass a background check and maintain confidentiality regarding client and case details.
- Willingness to work flexible hours, including evenings and weekends, as needed.

Why Join Us?

By joining our team, you'll have the opportunity to make a real impact on the lives of criminal defendants, supporting their rehabilitation, assisting in their defense, and creating a pathway for a better future. You will work alongside a dedicated and passionate team committed to fostering social change, justice, and fairness in the criminal defense process. If you are looking to apply your social work expertise in a meaningful, impactful way, this position offers a unique and rewarding opportunity.

Please email applications to hcrpdo@medinatx.gov