

Job Description Framework: Home-Based Medical Care - Social Worker

Purpose

A resource designed to help home-based care organizations define the scope, responsibilities, and qualifications for social work roles supporting patients and families in their homes. As a template, it provides a structured outline that reflects the core duties and competencies required for delivering psychosocial support across primary care, palliative, and hospice settings. Hiring managers should revise this template to align with the specific needs of their practice - such as the care model focus, geographic service area, team structure, and reporting relationships. Additional adjustments may be needed to reflect organizational culture, licensure requirements, and preferred experience levels, ensuring the final job description accurately represents the role and attracts candidates equipped to navigate the emotional, cultural, and logistical complexities of home-based care.

Job Title: Home-Based Medical Care - Social Worker

Position Type: Full-Time

Location: Patients Homes / Community-Based

Reports To: Director of Psychosocial Services or Clinical Supervisor

Position Summary

The Social Worker provides psychosocial support to patients and families receiving primary care, palliative, and hospice services in their homes. This role requires emotional intelligence, cultural sensitivity, and the ability to work independently in diverse home environments. The Social Worker is a key member of the interdisciplinary team, helping patients navigate complex medical, emotional, and social challenges.

Key Responsibilities

- Conduct psychosocial assessments and develop individualized care plans.
- Provide counseling, crisis intervention, and emotional support to patients and families.
- Assist with advance care planning, goals-of-care discussions, and end-of-life decision-making.
- Connect patients and caregivers with community resources, benefits, and support services.
- Travel independently to patient homes across the designated service area.
- Collaborate with medical providers, nurses, chaplains, and other team members.
- Document visits and interventions in the electronic health record (EHR).
- Participate in interdisciplinary team meetings and contribute to holistic care planning.

Required Qualifications

- Master's degree in Social Work (MSW) from an accredited program.
- Active state licensure (LCSW preferred).
- Minimum 2 years of experience in healthcare, hospice, or home-based care.
- Valid driver's license and reliable transportation.
- Proficiency with EHR systems and mobile documentation tools.

Competencies


- **Emotional Intelligence:** Ability to support patients and families through grief, loss, and transitions.
- **Clinical Autonomy:** Confidence in making decisions and providing care independently in the field.
- **Adaptability:** Comfort working in varied and unpredictable home environments.
- **Cultural Competence:** Commitment to inclusive, respectful care across diverse populations.
- **Communication Skills:** Compassionate, clear, and professional interactions with patients, families, and team members.

Working Conditions

- Frequent travel within the community to patient homes.
- Solo care delivery in non-clinical settings.
- Exposure to varied home environments and potential safety considerations.
- Flexible scheduling may be required to meet patient needs.

Equal Employment Opportunity Statement

We are an Equal Opportunity Employer committed to fostering a diverse and inclusive workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including sexual orientation or gender identity), national origin, age, disability, or veteran status.

The logo features a stylized white outline of a person's head and shoulders inside a circle, surrounded by a network of smaller circles connected by lines, all on a light blue background.

The HCCIntelligence™ Community provides exclusive access to a wealth of resources tailored for home-based medical care professionals. Benefit from free access to all HCCIntelligence™ Premier Resources, free and discounted pricing for online courses, and webinars led by industry experts. Engage in 1-on-1 Office Hour sessions with a nationally Certified Professional Coder (CPC)® and connect with peers to enhance your practice's performance and stay on the leading edge of home-based medical care.

Join the HCCIntelligence™ Community at bit.ly/hccintelligence-community.





HCCIntelligence™ is funded in part by a grant from The John A. Hartford Foundation.

HCCIntelligence™ is for educational and informational purposes only and should not be relied upon as medical advice. Information is accurate at the time of publication and is subject to change year to year.

HCCI
HOME CENTERED CARE
INSTITUTE

hccinstitute.org