



# Grinnell College

## Staff Counselor

Keeling & Associates is pleased to partner with Grinnell College in its search for a Staff Counselor. The Staff Counselor will join [Counseling Services](#) as part of the [Student Health and Wellness](#) (SHAW) team that is dedicated to working together in supporting the student community. The College has a strong commitment to ensuring a caring campus community focused on holistic wellbeing. As part of that commitment, the Counselor will provide mental health services that help students succeed academically, personally, and interpersonally. This is an exciting opportunity for an individual who is genuinely interested in working with a diverse student body by providing direct services, partnering with other members of the staff to serve students, and engaging in outreach and education efforts that address issues relevant to this population. A commitment to, and deep understanding of, providing culturally competent care is expected. This role serves as an important member of a dedicated group of colleagues responding to the needs of students.

### About Grinnell

Founded in 1846, [Grinnell College](#) is a highly selective residential liberal arts college that enrolls over 1,600 students from every state and about 50 countries around the world. The College's primary mission is to provide students with a broad, deep, and life-enhancing education, preparing its students for professional success, personal growth, and social responsibility. The Grinnell liberal arts education is an exceptional, rigorous, comprehensive, and opportunity-rich experience that has, at its heart, meaningful one-on-one interactions between students and faculty.

The Grinnell College campus offers state-of-the-art facilities and a culturally vibrant community on a park-like 120-acre campus. The College is located in the center of Grinnell, Iowa, a progressive, community-minded town of 10,000 people located within an hour's drive of Iowa's main cities, Des Moines and Iowa City, and within about five hours of several major metropolitan areas including Chicago, St. Louis, Minneapolis, Kansas City, and Omaha.

### Position Summary

The Staff Counselor provides direct psychological counseling services, including short and, in limited cases, longer term individual counseling; group counseling; and crisis intervention to enrolled Grinnell College students. These services must adhere to the APA Ethical Standards and Code of Conduct or Ethical Standards and Code of Conduct of applicable licensing body and Iowa state laws. The Counselor reports to the Dean of Health and Wellness.

## Primary Responsibilities

- Provide accurate diagnoses, treatment planning, and use standardized assessments and empirically based treatments as appropriate.
- Collaborate and make referrals to medical staff for evaluation or medication; and assist and coordinate hospitalization and outpatient treatment discharge plans.
- Consult and advise faculty, staff, and administrators concerning problem identification, response, and resolution techniques for students experiencing a wide range of mental health concerns.
- Work compassionately and professionally with individuals and groups who possess a variety of backgrounds and identities.
- Design, coordinate, and conduct workshops and outreach on psychosocial issues.
- Provide training to residential staff regarding basic counseling skills, problem identification and resolution or referral.
- Present project proposals and recommendations to improve services.
- Complete work independently with broadly defined work objectives and limited review of overall results by supervisor.
- Understand and apply different concepts, theories, principles, practices, and terminology within counseling or clinical psychology or related fields.
- Serve on committees, task forces, etc. as appropriate.

Full job description is available [here](#).

## Required Qualifications

- Master's degree in counseling, social work, or marriage and family therapy; or doctorate (Ph.D. or Psy.D.) in counseling or clinical psychology
- Licensed mental health clinician (LISW, LMFT, LMHC, or Licensed Psychologist) in the state of Iowa or currently licensed in another state and eligible to attain Iowa licensure.
  - The College will consider a candidate who is in the process of obtaining licensure and will provide the necessary supervision to complete that process.
- At least one year of relevant experience, which may include work completed as part of a supervised internship/practicum experience
- Specific interest in working with a college student population
- Capacity to function as a counselor in a college setting while working as an independent practitioner
- Knowledge of, and commitment to, the application of the highest standards of legal and ethical principles

- Knowledge of mental health and college student development
- Experience in written and electronic forms of documentation and data collection and management
- Proficiency in clinical case documentation and case management
- Well-developed written and oral communication skills

#### Preferred Qualifications

- Training and experience with: harm reduction initiatives related to alcohol and other drugs; eating disorders; and/or the development of peer education programs
- For Doctoral level candidates—training from an APA-approved program and/or APPIC or APA-approved predoctoral internship

#### Application Procedure and Timeline

[Keeling & Associates](#) is accepting applications for this position on behalf of Grinnell College. Applications should include a cover letter and resume/curriculum vitae and must be sent, preferably in PDF format, to [recruiting@KeelingAssociates.com](mailto:recruiting@KeelingAssociates.com). The subject line of the email should read "Grinnell – Staff Counselor." A confidential review of applications will continue until an appointment is made. All applications received by October 4, 2019, will receive full consideration.

Confidential inquiries and nominations should be addressed to Jeff Ewing, Senior Consultant for Executive Search, Keeling & Associates, at [jeff@keelingassociates.com](mailto:jeff@keelingassociates.com).

*Grinnell College is committed to establishing and maintaining a safe and nondiscriminatory educational environment for all College community members. It is committed to a policy of nondiscrimination in matters of admission, employment, and housing, and in access to and participation in its education programs, services, and activities. The College does not discriminate on the basis of race, color, ethnicity, national origin, age, sex, gender, sexual orientation, gender identity or expression, marital status, veteran status, pregnancy, childbirth, religion, disability, creed or any other protected class. Discrimination and harassment on any of the bases covered by state or federal antidiscrimination statutes is unlawful and a violation of Grinnell College policy.*