

Staff Counselor

Grinnell College is seeking a skilled and dedicated mental health clinician to serve as a Staff Counselor, supporting the holistic health and wellbeing of the College's diverse and high-achieving student population. The Staff Counselor will join Counseling Services as part of an integrated and caring Student Health and Wellness (SHAW) team that is committed to working together and providing 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 college student population; providing individual and group counseling services; partnering with members of the staff and the broader College community to serve students; and engaging in outreach and education efforts that address issues relevant to this population. A demonstrated understanding of, and commitment to, providing inclusive, equitable, and culturally competent care is essential.

About Grinnell College

Founded in 1846, Grinnell College is a highly selective, residential liberal arts and sciences college that enrolls over 1,700 students from all 50 states and over 40 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 College's graduates are equipped to pursue successful careers, satisfying personal lives, effective community service, and intellectually stimulating and physically active leisure.

A Grinnell education is an exceptional, rigorous, comprehensive, and opportunity-rich experience that has, at its heart, meaningful one-on-one interactions between students and faculty. Capitalizing on a student-to-faculty ratio of 9:1, the College's curricular and research programs incorporate active learning and collaborative work between students and faculty and a strong, growing commitment to undergraduate research.

Grinnell's campus comprises 190 acres and 92 buildings, 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. For more information, please visit <https://www.grinnell.edu/about-grinnell>.

Position Summary

Reporting to the Dean of Health and Wellness, the Staff Counselor provides direct psychological counseling services to enrolled Grinnell College students. These services include short- and (in limited cases) longer-term individual counseling; group counseling; crisis intervention; after-hours on-call consultation in conjunction with other

providers on a rotational basis; and outreach and consultation to students, faculty, and staff.

Essential Responsibilities

Provide Counseling Services to Students Including:

- Triage and clinical assessment of students
- Diagnose, counsel, and/or treat students
- Individual and group counseling
- Crisis intervention
- Collaborate and make referrals to medical staff for evaluation or medication; assist with and coordinate hospitalization and outpatient treatment discharge plans
- Implement patient treatment plans; chart updates including: clinical notes, chart reviews, and termination notes completed in a timely manner
- Evaluations of treatment effectiveness and patient care; resolution of issues
- Maintain confidentiality of patient information
- Compliance with operational policies and procedures, and applicable ethical and legal standards; ensure reports, survey data, division information, and paperwork are completed, processed, and maintained in a timely manner

Provide Outreach and Consultation to Students, Faculty, and Staff Including:

- Consult and advise faculty, staff, and administrators concerning problem identification, response, and resolution techniques for students experiencing a wide range of mental health concerns
- Educational workshops that are well designed, facilitated, presented, and pertinent for students, staff, and faculty
- Serve on committees and task forces, as appropriate
- After-hours on-call consultation to Residence Life Coordinators and Deans On-Call in conjunction with other providers on a rotational basis

General Administration

- Coordinate a service area such as Outreach and Group
- Attend departmental meetings (e.g., staff meeting, case management, SHAW Care Team)

Required Qualifications

- Master's degree in counseling, social work, or marriage and family therapy
- 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
 - o 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; completion of an accredited pre- doctoral internship fulfills this requirement.

Preferred Qualifications

- PhD or PsyD in Counseling or Clinical Psychology
- Training from APA-approved program and/or APPIC- or APA-approved pre-doctoral internship
- Specific training, experience, and interest in working with a college student population
- Training and experience with eating disorders, harm reduction initiatives related to alcohol and other drugs, and the development of peer education programs
- Capacity to function as a licensed counselor in a college setting
- 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 data collection and management
- Well-developed written and oral communication skills
- Demonstrate commitment to undergraduate, liberal arts education; to an environment of diversity and inclusion; and to the mission, values, and vision of the Division of Student Affairs

Application Process

Grinnell College has partnered with Keeling & Associates in this search process. Applications should include a cover letter and resume and must be sent, preferably in PDF format, to recruiting@KeelingAssociates.com. The subject line of the email should read "Grinnell – Staff Counselor." Confidential inquiries and nominations should be addressed to Jeff Ewing, Senior Consultant for Executive Search, at JFEwing@KeelingAssociates.com. Applications will be reviewed immediately, with all materials received by February 16, 2022, receiving full consideration. The process will continue until the position is filled.

Grinnell College is committed to establishing and maintaining a safe and nondiscriminatory educational and working 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.