

**Counselor, Psychological Services  
Foothill College**

Direct Link: <https://www.AcademicKeys.com/r?job=186107>

Downloaded On: Aug. 9, 2022 3:35am

Posted May 23, 2022, set to expire Oct. 5, 2022

**Job Title** Counselor, Psychological Services

**Department** Psychological Services  
<https://foothill.edu/psychservices/>

**Institution** Foothill College  
Los Altos Hills, California

**Date Posted** May 23, 2022

**Application Deadline** Jun. 12, 2022

**Position Start Date** Sep. 1, 2022

**Job Categories** Prof of Practice/Clinical Prof

**Academic Field(s)** Social Sciences - Psychology  
Administration - Counseling Services

**Job Website** <https://fhda.csod.com/ux/ats/careersite/4/home/requisition/574?c=fhda>

**Apply By Email** [employment@fhda.edu](mailto:employment@fhda.edu)

**Job Description**

\*Any complete applications received after the review date will only be forwarded to the hiring committee at their request.&nbsp;

This position will become Open Until Filled after the initial Closing Date. Any complete applications received while the position is Open Until Filled will be reviewed by the hiring committee only upon committee request.&nbsp;

The Foothill-De Anza Community College District is currently accepting applications for the faculty position of&nbsp;Counselor, Psychological Services,&nbsp;Foothill College.

Foothill & De Anza Community College District Mission Statement:

The mission of the Foothill& De Anza Community College District is student success. We are driven by an equity agenda and guided by core values of excellence, inclusion, and sustainability. Every member of our district contributes to a dynamic learning environment that fosters student

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engagement, equal opportunity, and innovation in meeting the various educational and career goals of our diverse students. We are committed to providing an accessible, quality undergraduate education dedicated to developing a broadly educated and socially responsible community that supports an equitable and just future for California.

Foothill College Mission Statement: Believing a well-educated population is essential to sustaining and enhancing a democratic society, Foothill College offers programs and services that empower students to achieve their goals as members of the workforce, as future students, and as global citizens. We work to obtain equity in achievement of student outcomes for all California student populations, and are guided by our core values of honesty, integrity, trust, openness, transparency, forgiveness, and sustainability. Foothill College offers associate degrees and certificates in multiple disciplines, and a baccalaureate degree in dental hygiene.

### JOB SUMMARY

Reporting to the Dean of Student Affairs and Activities at Foothill College, the Psychological Services Counselor provides a full range of counseling and clinical services and is responsible for providing outreach and community engagement programming including professional development, trainings, and workshops with an emphasis on culturally competent clinical work and the following student populations:

Communities of color, particularly Black, African, African-American, and the greater African diaspora communities

LatinX communities

BIPOC communities including queer and trans communities of color

DACAmented/Undocumented communities

First-generation college students

Veterans

Cultural/Race-Based Collective Trauma

Primary duties include providing direct clinical interventions, teaching, and evaluating student needs assessments. Additionally, the Psychological Services Counselor provides referrals to campus and community resources to secure basic needs and to ensure continuity of therapeutic care. Secondary duties include assisting the Dean of Student Affairs and Activities in grant funding for these programmatic initiatives and completing administrative services as assigned.

DUTIES AND RESPONSIBILITIES OF THE POSITION INCLUDE:

Support social justice, equity, and awareness in staffing, curriculum, programs, and service delivery.

Further the district's commitment to global, cultural, and social awareness through the praxis of equity, social justice, and multicultural education.

Further Foothill College's commitment to supporting Black Lives Matter and social justice issues

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by assisting with developing and maintaining the department's Black Lives Matter action plan and Social Justice Action Plan.

Further Foothill's commitment to support diverse student populations developing and maintaining department Equity in Mental Health Action Plan.

Operating from a strong equity lens, the Psychological Services Counselor will conduct intakes, evaluations, and brief therapy to enrolled students at Foothill College.

Provide in-service to faculty, staff, and administrators regarding mental health needs within communities of color including, but not limited to, racial trauma, effective outreach and programming, and culturally relevant approaches to mental health services.

Collaborate with strategies and activities that foster student wellness and campus safety, such as outreach and prevention events to diverse student populations, such as students who identify as transgender, foster youth, veterans, and/or unhoused.

Crisis assessment and response, including via the online Maxient communication program.

Case management, including providing referrals to campus and community resources to secure student basic needs and to ensure continuity of therapeutic care.

Document counseling sessions in accordance with policies and procedures regarding mental health confidentiality of records.

Participate in the development of formal partnerships with local county behavioral health departments and/or community-based organizations to establish longer-term referral networks for students in need of ongoing mental health services.

Assist in the implementation of program plans and final reports for grant programs and services.

Participate in the department program review and Student Learning Outcome (SLO) development and evaluation process.

Participate in the development of department goals, objectives, and assessment of resource needs.

Collaborate with colleagues to develop informational materials such as brochures, newsletters, and handbooks.

Review legislation, codes, policies, and procedures related to the assigned program.

Provide information and interpretation of regulations and guidelines to students, faculty, and the community regarding programs and services.

Develop relationships with campus faculty, staff, student clubs and local community-based resources to implement equity-minded mental health and wellness education strategies.

Teach counseling courses as part of workload.

Perform standard duties expected of all faculty, which include development and evaluation of curricula, maintaining scheduled office hours, attending department and division meetings, pursuing professional growth activities, and performing other duties consistent with the role of a faculty member. Faculty will also have the opportunity to serve on District and college committees and participate in co-curricular activities.

Other duties as assigned.

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### MINIMUM QUALIFICATIONS:

Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff.

Master's Degree or Doctoral Degree in counseling, rehabilitation counseling, clinical psychology, counseling psychology, educational counseling, social work, or marriage and family therapy, or equivalent.

Possession of a current and valid California Mental Health License (LPCC, LMFT, LCSW, PsyD, PhD) OR License Eligible Marriage Family Therapist Associate. Must be in good professional standing.

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### PREFERRED QUALIFICATIONS:

Recent professional clinical counseling experience in a mental health setting working with communities of color, particularly Black, African, African American, and the greater African diaspora communities, and understanding of how historical patterns of exclusion of these groups within higher education shape patterns of participation and outcomes.

Evidence of responsiveness to and understanding of the impact that discrimination, racial trauma, anti-blackness, anti-immigrant, imposter syndrome, stigma, cultural mistrust, and feelings of isolation has on the mental health and well-being of community college students from diverse racial, socio-economic, ethnic, religious, disability, gender, and sexual orientation backgrounds and identities.

Thorough understanding of the experiences and challenges faced by students of color, particularly Black, African, African American, and the greater African diaspora communities in higher education.

Experience addressing systemic barriers and access to healthcare, stigma reduction efforts via Outreach/Social Media/Peer ambassador related programs and activities with emphasis on Black, African-American, LatinX, BIPOC, DACAmented/Undocumented, LGBTQIA+ and Veteran populations and collective race-based trauma.

Demonstrated proficiency in strategies, practices, and clinical therapy approaches that effectively meet the needs of community college students from diverse cultural backgrounds; including but not limited to racial, socio-economic, ethnic, religious, disability, gender, and sexual orientation backgrounds and identities.

Experience in assisting clients with securing resources for mental health wellness and basic needs.

Experience providing crisis counseling to transitional age youth and adult populations.

Experience providing culturally relevant counseling services to diverse student populations.

Clinical experience with individuals, couples, and groups using appropriate treatment models.

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Successful candidates will demonstrate the following:

Development of anti-racist, student-centered strategies to address and connect underserved campus populations to mental health and wellbeing resources.

Develop relationships with campus faculty, staff, student clubs and local community-based resources to implement equity-minded mental health and wellness education strategies.

Ability to demonstrate equity-minded crisis management and consultation skills.

Ability to develop outreach and prevention services that promote psychological wellness.

Ability to present workshops and in-service trainings.

Ability to initiate innovative service delivery strategies.

Ability to demonstrate planning and organizational skills.

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### WORKING CONDITIONS:

Environment:

Indoor, office environment.

### Physical Abilities:

(Applicants should perform these physical abilities with or without reasonable accommodations)

Hearing and speaking to exchange information.

Vision sufficient to read various materials.

Dexterity of hands and fingers to perform the tasks required of the position.

Regularly stand, walk, and sit for extended periods of time.

Bending at waist, kneeling, or crouching.&nbsp;

Reaching overhead, above the shoulders, and horizontally.&nbsp;

Lifting and carrying objects up to 20 lbs.

&nbsp;

### APPLICATION PACKET:

A District on-line application to be completed at <http://hr.fhda.edu/careers/> \*In the application, you will provide information, which demonstrates your understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff. Additionally, you will be asked to explain how your life experiences, studies or work have influenced your commitment to diversity, equity and inclusion.&nbsp;

A cover letter detailing your background and experience, skills, and abilities as they relate to the

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minimum and preferred qualifications of this position.

A current resume of all work experience, formal education and training.

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If you wish to request equivalency&nbsp;for this position (if you believe you do not otherwise meet minimum qualifications via educational degree attainment as specified), you may submit the Request for Equivalency form. This form will need to be submitted with your application packet. You may either scan a hard copy of this form with your application packet or submit it as a Word document with your application packet. [http://hr.fhda.edu/\\_downloads/Equivalency.pdf](http://hr.fhda.edu/_downloads/Equivalency.pdf)

If any required application materials are omitted, the committee will not review your application packet. Application materials not required (including reference letters) for this position will not be accepted.&nbsp; For full-consideration, all application packets must be received by 11:59 pm on the closing date.&nbsp;

Please allow yourself ample time to complete your application and resolve any technical difficulties that may arise with your submission.&nbsp; We do not guarantee a response to application questions within 48 hours of the closing date.&nbsp; You may also visit our &ldquo;Applicant Information&rdquo; webpage to assist with technical difficulties at: <http://hr.fhda.edu/careers/a-applicant-instructions.html>  
HIRING RANGE:&nbsp;\$66,539.00 - \$109,280.00 annually plus benefits; actual placement is based on applicant&rsquo;s verified education and experience.

For the complete Faculty Salary Schedule, go to:

[http://hr.fhda.edu/\\_downloads/2019-2020%20Faculty%20Salary%20Schedules.pdf](http://hr.fhda.edu/_downloads/2019-2020%20Faculty%20Salary%20Schedules.pdf)&nbsp;&nbsp;

For information on the Tenure review process, go to:

[https://hr.fhda.edu/\\_downloads/19-22%20Tenure%20Review%20Handbook\\_FINAL.pdf](https://hr.fhda.edu/_downloads/19-22%20Tenure%20Review%20Handbook_FINAL.pdf)&nbsp;&nbsp;

Excellent benefits package which includes medical coverage for employee and eligible dependents, dental, vision care, employee assistance program, long term disability, retirement benefits and basic life insurance.&nbsp; Other voluntary benefits are also available such as legal assistance, pet insurance, and long-term care. Faculty are also eligible for paid professional development leaves and stipends for educational and professional development.

For information on our benefits package that includes medical for employees and dependents, visit our web site: <http://hr.fhda.edu/benefits/index.html>

TERMS OF EMPLOYMENT:&nbsp; Full-time, Tenure-track, 11-months per year

STARTING DATE:&nbsp; Fall 2022&nbsp;

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Employment Services no later than the closing date of the announcement.

The successful applicant will be required to provide proof of authorization to work in the U.S.

The Foothill-De Anza Community College District does not reimburse applicants for travel, lodging or any other costs incurred by applicant to attend interviews.&nbsp; All interviewing costs incurred will be the responsibility of the applicant.



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For more information about our application process contact:

Employment Services

Foothill-De Anza Community College District

12345 El Monte Road

Los Altos Hills, California 94022

Email: [employment@fhda.edu](mailto:employment@fhda.edu)

<http://hr.fhda.edu/>

### Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

**Contact** Leticia Maldonado, Dean of Students  
Psychological Services  
Foothill College  
12345 El Monte Rd  
Los Altos Hills, CA 94022

**Phone Number** (650) 949-7241

**Contact E-mail** [maldonadoleticia@fhda.edu](mailto:maldonadoleticia@fhda.edu)