

Counseling - Tenure-Track - Spokane Community College
Community Colleges of Spokane

Direct Link: <https://www.AcademicKeys.com/r?job=254824>

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Posted Mar. 24, 2025, set to expire Apr. 17, 2025

Job Title	Counseling - Tenure-Track - Spokane Community College
Department	Faculty
Institution	Community Colleges of Spokane Spokane, Washington
Date Posted	Mar. 24, 2025
Application Deadline	04/17/2025
Position Start Date	Available immediately
Job Categories	Lecturer/Instructor
Academic Field(s)	Administration - Counseling Services
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Job Description	

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Community Colleges of Spokane

Location:Spokane CC Main Campus Spokane

Department:SCC Counseling

Salary Information: This is a full-time, tenure track position with an entry level base salary (for a 175-day academic year contract) of \$68,054 - \$104,495 annually. Future advancement in base salary, up to the current maximum of \$104,495, is based upon a combination of years of service

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accrued at our college and professional development activity.

Annual salary is comprised of base salary plus any combination of academic year overload contracts, summer effort contracts, project stipends, student club advising stipends, and/or department chair program lead faculty stipends consistent with the provisions of the current collective bargaining agreement between Spokane Colleges and the Association for Higher Education (AHE).

About Us

Spokane Colleges believes that access to high-quality education in a safe and inclusive environment is the right of all individuals and imperative for the continued advancement of a strong democracy and workforce. We also believe higher education institutions have an obligation to work toward and demonstrate progress in ensuring equity amongst their students, faculty and staff. Equity is grounded in the principle of fairness. In higher education, equity refers to ensuring that each student receives what they need to be successful through the intentional design of the college experience.

SCC seeks qualified candidates for consideration of employment in this annually contracted **Tenure Track Counselor** position located on the college's main campus.

This counselor will join a dynamic and committed team of professionals with varying levels of experience at SCC who have long been counted on to contribute to the college's plans around student success and retention. Roles have included mental health counseling, instructing new student "first year" courses, working with four-year colleges on transfer initiatives, and developing proactive academic advising approaches.

Spokane Community College (SCC) is a beautiful campus set along the Spokane River and near the urban city center of Spokane. Spokane is a mid-sized city in the inland Pacific Northwest with a high quality of life and quick access to the outdoors. In addition to the 148-acre main campus in Spokane, SCC serves over 10,000 square miles in eastern Washington including educational centers in Colville, Newport, Inchelium, and Republic. More information about relocating to/living in [Spokane is available here: http://ccs.spokane.edu/Working-for-Us/Relocation-and-Living-inSpokane](http://ccs.spokane.edu/Working-for-Us/Relocation-and-Living-inSpokane).

SCC is one of two accredited community colleges that comprise the Spokane Colleges. Serving about 22,000 students, SCC is an educational leader and responsive partner with the community and region to provide access to relevant programs of the highest quality. Offering state-of-the-art career technical

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programs (approximately 50% of total enrollment) as well as liberal arts/transfer programs (about 25%) and basic education for adults (about 25%), SCC's comprehensive opportunities transform lives and enrich our communities. As a college we are collectively committed to the work that embraces diversity, promotes equity, and fosters inclusion and global awareness at every level of our college.

Applications will be accepted until 4:00 p.m. PST on 04/17/2025. The application process will not be available after this time. To ensure consideration make sure your application is completed and submitted as soon as possible. Applications will only be accepted prior to 4:00 p.m. on the closing date.

About the Counseling - Tenure-Track - Spokane Community College

CHARACTERISTIC DUTIES AND RESPONSIBILITIES

- Provides personal, academic and career counseling for individual students from a variety of social and cultural backgrounds.
- Supports student academic success as a generalist counselor through academic advising, supportive counseling, educational planning, clarification of educational, career and life goals
- Has the opportunity to develop and instruct courses in college orientation/success and career planning utilizing appropriate pedagogy and technology that facilitates student learning and success.
- Supports student retention and success through relationship building and problem solving. Provides crisis assessment when appropriate and/or refers to outside resources when needed. May provide short-term supportive counseling and/or psycho-education as needed.
- Serves as liaison between the counseling department and instructional faculty. Also, liaisons with program Advisory Committees and transfer institutions when appropriate. Attends division, department, general faculty meetings district meetings, and in-service training; serves on district or college councils or committees and performs other activities within the scope of the position.
- Complies with state and federal law applicable to professional duties and responsibilities.
- Model professional decorum and mutual respect in all personal interactions.
- Complies with district policy, procedures and directives, state and federal regulations, orders and statute and collective bargaining agreements.
- Support and advance the Spokane Colleges strategic plan, and perform other duties as assigned.
- In addition, counselors may:
 - ■ Advise student clubs or associations.
 - Participate in student recruitment activities.

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- Direct the work of work-study students.

MINIMUM QUALIFICATIONS

- Master's degree in Counseling, Social Work, Education/Professional School Counseling or a related field from an accredited institution
 - Previous experience in academic advising, counseling, career guidance and/or vocational counseling.
 - Ability to connect, support, build trust and maintain relationships with a diverse range of students with different communication and support needs.
 - Acceptance of the responsibility to promote the welfare and best interests of students at all times.
 - Ability and willingness to collaborate and actively contribute to departmental and inter-departmental teams.
 - A demonstrable understanding and acceptance of the mission, values, goals, objectives and strategic plan of Spokane Colleges.
- The ability to perform assigned duties in a manner consistent with application laws, regulations and goals of the institution, and community and technical college system.
- Demonstrated commitment to fostering and supporting a teaching, learning and working environment that honors diversity, equity and inclusion.
 - Proficiency with office software including Microsoft Office and web concerning tools.

DESIRED QUALIFICATIONS

- One year or more experience in academic advising and career planning.
 - Teaching ability within the classroom, or training facilitation, or success workshops.
 - Experience working with individuals in crisis situations.
- Licensure as a Mental Health Counselor, Professional Counselor, or Marriage and Family Therapist.
 - Understanding of utilizing data-informed best practices.
 - Experience working in higher education.
 - Experience working with diverse individuals to include underrepresented, nontraditional, economically disadvantaged, refugees, and/or people with disabilities.
 - Experience in collaborating with outside agencies and organizational colleagues.

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- Proficiency with student information systems and/or student support software.
- Experience or appropriate coursework in assessment, career counseling, crises intervention, legal and ethical issues in counseling, lifespan development, multicultural counseling, theories of counseling.

Person hired must be able to provide acceptable documentation of U.S. Citizenship or lawful authorization to work in the United States. This is an absolute condition of employment. An offer of employment will not carry with it any responsibility or obligation on the part of the district to sponsor an H1-B visa. In addition, the Spokane Colleges maintain a drug-free work environment and prohibits all smoking in the college buildings and state-owned vehicles. Must be able to successfully work in and promote a multicultural work and education environment.

Prior to a new hire, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position. Once an applicant is chosen for a position, they are required to complete and submit a declaration regarding sexual misconduct and investigation per state law.

Benefits Information

This is an annually contracted (tenure track) position. Medical, dental, life and long term disability insurance benefits are provided as currently administered under Public Employees Benefits Board; TIAA-Cref retirement plan or WA State Retirement Plan.; leave accruals and usage are governed by the faculty master contract.

[Public Employees Benefits Board](#)

[Additional benefits information](#)

Required Application Materials

To qualify for consideration, applicants must meet required competencies and submit a complete application packet, which includes the following:

- Cover letter - addressing your qualifications relevant to the responsibilities of this position.
- Resume.
- References - the names, addresses, and phone numbers of three professional references.

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- College transcript(s) if applicable - unofficial/copies of transcripts are acceptable; official transcripts are required upon hire.

For questions regarding a job application or the hiring process, or if you require an accommodation during the application or interview process, please contact HR at CCS.Recruiter@ccs.spokane.edu.

Equal Opportunity Institution

Spokane Colleges does not discriminate in its programs, activities and employment on the basis of race, creed, color, religion, national or ethnic origin, age, sex, marital status, pregnancy, pregnancy related conditions, parental status or families with children, status as a mother breastfeeding their child, AIDS/HIV or hepatitis C, honorably discharged veteran status, sexual orientation, gender identity or expression, disability, use of a trained guide dog or service animal by a person with a disability, genetic information, or any other legally protected category.

Direct all inquiries or grievances regarding access, Title IX, ADA, equal opportunity compliance, and/or grievances to:

Fred Davis | Chief Human Resources Officer

Spokane Colleges

P.O. Box 6000, MS1004

Spokane, WA. 99217-6000

509-434-5040

To apply, please visit: <https://careers.ccs.spokane.edu/jobs/counseling-tenure-track-spokane-community-college-spokane-washington-united-states>

Contact Information

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

Contact

Faculty



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