

**Counselor**  
**San Diego Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=256102>

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Posted Apr. 22, 2025, set to expire May 19, 2025

**Job Title** Counselor  
**Department** Counseling  
**Institution** San Diego Community College District  
San Diego, California

**Date Posted** Apr. 22, 2025

**Application Deadline** 05/19/2025

**Position Start Date** Available immediately

**Job Categories** Professional Staff

**Academic Field(s)** Administration - Counseling Services

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**Job Description**

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**Counselor**

**San Diego Community College District**

**Closing Date:** 5/19/2025

**Position Number:** 00120594

**Location:** San Diego Miramar College

**Position Type:**

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Academic

**The Position:**

Posting Details (Default Section)

Closing Date: 05/19/2025 Open Until Filled No Classification Title Counselor Working Title Counselor [RESTRICTED], Athletics Recruitment Limits Continuation of this position is based upon continued Restricted funding. The position and the incumbent's assignment will terminate when the funding is no longer available. Location San Diego Miramar College Pay Information Class 1, Step C - Class 6, Step C (\$6,933.44- \$8,849.03) per month based on the current AFT - College Faculty Tenured-Tenure Track Faculty Salary Schedule.

Initial salary placement is commensurate with required education and related teaching experience as outlined in section A2.1 of the AFT Faculty Collective Bargaining Agreement and it is non-negotiable. The District offers a comprehensive fringe benefit package including employer paid medical, dental, vision plans, sick leave, and opportunities for professional development. This position is FLSA Exempt and may not accrue overtime. Benefits will be provided under the terms of the AFT-Guild, Local 1931 - Faculty Collective Bargaining Agreement. Annual Salaries will be recalculated for service less than a full academic year based on Education Code 87815, any required adjustment will be made within the first pay period. Travel reimbursement for interviewees traveling more than 200 miles, one-way, may be paid according to geographic location (see SDCCD Travel Stipend Policy, Rev 7/14/2011).

Typically, Assistant Professors earn tenure after 4 years and promote to Associate Professor. The SDCCD Employment Web Page provides a link to employee collective bargaining agreements and handbooks, and more information about terms and conditions of employment to include salary and benefits. Position Equivalent FTE: 1.0 FTE Job Duration 11 Months Position Number: 00120594 FLSA Status Exempt (does not accrue overtime) Bargaining Unit AFT/College Faculty Range (na) Position Type Academic Department Counseling The Position San Diego Miramar College, a student-ready college, invites all qualified candidates to apply for the position of **Athletic/General Counselor [Restricted]**. Miramar College, a leader in providing student access and success, seeks candidates who are motivated by serving students in a college community and are committed to diversity, equity, and inclusion (DEI).

We are a fast-growing and innovative college with a freshly adopted focus on diversity, equity, and inclusion as we move into a new era. Recently designated as an emerging Minority Serving Institution (MSI) the College is committed to helping students access higher education and achieve success inside and outside the classroom.

The College is located in the Mira Mesa/Scripps Ranch area of San Diego and is one of four colleges/centers in the San Diego Community College District. Our student population of 14,972

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[African American (5%), American Indian or Alaskan Native (<1%), Asian (13%), Filipino (6%), Hispanic/Latina/o/e/x (31%), Multiple Ethnicities (8%), Pacific Islander (1%), White (34%), Unreported (2%)], is reflective of the diverse community we serve.

In addition to expertise in their field, San Diego Miramar College seeks applicants who possess the knowledge, skills, and abilities to support our diverse student populations. Additionally, candidates should be able to demonstrate ways they will develop tools and resources to better serve **historically marginalized and minoritized populations**. We strongly encourage candidates who possess the experience for the position, and who are student-centered and continue to demonstrate a commitment to diversity, equity, and inclusion (DEI) to best serve our student population.

Those who join our team at San Diego Miramar College can expect to be part of an inclusive, innovative, and equity-focused community that promotes broad collaboration among faculty, classified professionals, administration, students, and community and industry partners. We are proud of our commitment to create a socially just and responsive culture, host ethnically diverse speakers, and support various equity-focused professional development opportunities. Our college strives to ensure that students reach their full potential by eliminating gaps in academic outcomes that traditionally hinder students of color and disproportionately impacted students. In fact, the college's commitment to diversity, equity, and inclusion is encapsulated by our newly adopted Strategic Goal #5: Miramar College Strategic Goal #5 Diversity, Equity, and Inclusion (DEI) - Build an environment that embraces diversity, equity, inclusion, anti-racism, and social justice for the benefit of the college community. Strategic Direction 1- Systematically update college processes, programs, and practices within a comprehensive equity framework for equity-minded practices in the workplace, the classroom, and support programs/services. Strategic Direction 2- Establish comprehensive professional development for the campus community to increase capacity around and engage in equity, diversity, inclusion, social justice, and anti-racism. Strategic Direction 3- Systematically review, develop and incorporate equity-minded practices in: 1) culturally responsive instructional pedagogy, 2) student-centered services, and 3) recruitment, screening, and retention of employees. Applicants can review Miramar College's full strategic plan on Miramar College's:

**[https://sdmiramar.edu/sites/default/files/2021-07/San\\_Diego\\_Miramar\\_College\\_Fall\\_2020-Spring\\_2027\\_Strategic\\_Plan.pdf](https://sdmiramar.edu/sites/default/files/2021-07/San_Diego_Miramar_College_Fall_2020-Spring_2027_Strategic_Plan.pdf)**

Continuation of this position is based upon continued Restricted funding. The position and the incumbent's assignment will terminate when the funding is no longer available. Major Responsibilities

1. Provide academic, career, transfer, and personal counseling services tailored to student-athletes through individual and group sessions.
2. Facilitate workshops and individual counseling sessions on topics such as eligibility, transfer pathways, career planning, study skills, motivation, time management, and support for probationary or disqualified students.
3. Develop comprehensive

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educational plans in compliance with CCCAA, NCAA, and NAIA requirements.4. Collaborate with athletics staff, faculty, and student services personnel to support student-athletes.5. Serve as a resource for faculty, staff, and students on athletic compliance and academic success strategies.6. Monitor and report academic progress for student-athletes to ensure retention, graduation, and transfer success.7. Participating in campus-wide efforts to identify and remove barriers to the retention, completion, and transfer of all students, including low-income, students with disabilities, first-generation college students, and other disproportionately impacted populations.8. Participate in college governance through committees and workgroups.9. Support the college in its enrollment efforts, including recruitment, engagement, and retention activities.10. Engage in professional development and stay current on changes in transfer and career requirements and athletic counseling best practices.11. Be conversant with trends and priorities for California Community colleges.12. Perform related duties as assigned.

Qualifications

**MINIMUM QUALIFICATIONS**

Master's in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, educational counseling, social work, career development, marriage and family therapy or marriage, family and child counseling,

OR the equivalent

(NOTE: A bachelor's degree in one of the listed degrees and a license as a Marriage and Family Therapist (MFT) is an alternative qualification for this discipline.) Desired Qualifications

1. Experience working with athletes in an academic or counseling capacity.
2. Knowledge of CCCAA, NCAA, and NAIA regulations and transfer processes.
3. Demonstrated commitment to equity-focused practices.
4. Experience designing and implementing academic support programs for student-athletes.
5. Familiarity with California community college initiatives such as Guided Pathways and CCC Vision 2030.

Equivalency If you do not possess the exact degrees, or higher, listed above or if you anticipate receiving the required degree prior to the start of teaching classes, please complete a [Request for Equivalency Form](#) and attach it during the application process. Foreign Degree: Applicants with foreign degrees from colleges or universities outside of the United States must have their coursework evaluated by a professional association that is a member of the National Association of Credential

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Evaluation Services ([NACES](#)) or Academic Credentials Evaluation Institute, INC. ([ACEI](#)). A copy of the evaluation must be submitted with your online application. Licenses/Certificates/Credentials:  
Commitment to Diversity: All applicants must have demonstrated cultural competency and sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and classified professionals.

Click [here](#) for the EEO / Diversity / Nondiscrimination - Policies and Procedures Working Conditions

**Physical Requirements:** Category III, usually minimal.

**Environment:** Favorable, typically office-based. Special Instructions to Applicants: San Diego Miramar College is piloting anonymous screening format as a means to minimize implicit bias in the screening of applications. The anonymous screening format of applications refers to the process of reviewing applications without revealing the personal information of the applicants, such as their name, gender, or other potentially biased details. This approach aims to eliminate unconscious biases, promoting fair and objective evaluation based solely on the experience of the applicants. By anonymizing applications, screening committees create a more inclusive and diverse hiring process.

To ensure consistency, fairness, and alignment with our commitment to Diversity, Equity, Inclusion, and Accessibility (DEIA), please submit only the materials specifically requested in this posting (e.g., no personal photos, articles, etc.). Be sure to upload the required documents using the respective document name labels. Uploading extraneous materials, unless explicitly requested, may result in your application not being reviewed. Only complete application packets will be forwarded to the committee. Application materials sent via mail, fax, or email will not be accepted. All correspondence, including interview invitations, will be communicated via email.

We are dedicated to maintaining the confidentiality of all inquiries, nominations, and applications in the strictest confidence, and we encourage applicants from diverse backgrounds to apply.

1. Complete online application, including examples and outcomes listed within the Duties section your Employment History;
2. Complete responses to the Supplemental Questions, including examples and outcomes;
3. Resume;
4. Cover Letter addressing the following;
  - How you will support DEI in your counseling practices.
  - Strategies for fostering academic success among student-athletes.
5. **Transcripts, undergraduate and graduate;**
6. List of Courses Taken (Refer to "Special Instructions" in posting); AND,
7. Three (3) References with contact information listed within the application.

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8. Equivalency Request (required if applicable).
9. Foreign Degree Evaluation (required if applicable).
10. License/Certificates/Credentials (if applicable).

Unofficial Transcripts will not be included with your application during the screening process. The unofficial transcripts will only be reviewed when a salary workup is prepared for salary placement and a conditional job offer. Tentative Timeline (Subject to Amendments) Interviews early -mid-June  
Employment start date July 1 Conditions of Employment: **SELECTED CANDIDATE IS REQUIRED TO COMPLETE THE FOLLOWING PRIOR TO EMPLOYMENT:**

- Submit "official" college transcripts as stated on application (even if a degree is not a requirement for this position);
- Provide a Certificate of Tuberculosis Exam for initial appointment (Note: The certificate must be renewed every 4 years as a condition of continuing employment);
- Have fingerprints taken by a Live Scan computer at the District's expense (Clearance must be received prior to first day of employment);
- Present original documents for proof of eligibility to work in the United States as required by the I9 Employment Eligibility Verification form;
- Attend a new hire processing appointment in People, Culture, and Technology Services located at the District Administrative Offices; AND,
- Employed on an initial contract of one (1) year that is eligible for renewal annually for up to a subsequent one-year period.
- **This is a restricted position. The position may continue, based upon renewal of funding.**

### EMPLOYMENT AFTER RETIREMENT

If you accept a contract (permanent) position with SDCCD and are a retired annuitant with CalPERS or CalSTRS, you must reinstate from your retirement system. Please reference the [CalPERS](#) or [CalSTRS](#) website for further information. Additional Information: Please note that an employee may be transferred to any site at the option of the Chancellor.

### EMPLOYEE BENEFITS

SDCCD provides a comprehensive fringe benefit package for its full-time academic employees. The District contributes toward the cost of the premium (including dependent coverage) for the medical insurance plan options. Additional benefits include dental, vision, sick leave, vacation and opportunities for professional development. Contract employees become members of the State Teachers'

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Retirement System (STRS) upon appointment. Posting Number AC01119 Indicate budget number(s)

**Major Responsibilities:**

1. Provide academic, career, transfer, and personal counseling services tailored to student-athletes through individual and group sessions. 2. Facilitate workshops and individual counseling sessions on topics such as eligibility, transfer pathways, career planning, study skills, motivation, time management, and support for probationary or disqualified students. 3. Develop comprehensive educational plans in compliance with CCCAA, NCAA, and NAIA requirements. 4. Collaborate with athletics staff, faculty, and student services personnel to support student-athletes. 5. Serve as a resource for faculty, staff, and students on athletic compliance and academic success strategies. 6. Monitor and report academic progress for student-athletes to ensure retention, graduation, and transfer success. 7. Participating in campus-wide efforts to identify and remove barriers to the retention, completion, and transfer of all students, including low-income, students with disabilities, first-generation college students, and other disproportionately impacted populations. 8. Participate in college governance through committees and workgroups. 9. Support the college in its enrollment efforts, including recruitment, engagement, and retention activities. 10. Engage in professional development and stay current on changes in transfer and career requirements and athletic counseling best practices. 11. Be conversant with trends and priorities for California Community colleges. 12. Perform related duties as assigned.

**Qualifications:**

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**Desired Qualifications:**

1. Experience working with athletes in an academic or counseling capacity.
2. Knowledge of CCCAA, NCAA, and NAIA regulations and transfer processes.
3. Demonstrated commitment to equity-focused practices.
4. Experience designing and implementing academic support programs for student-athletes.

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5. Familiarity with California community college initiatives such as Guided Pathways and CCC Vision 2030.

**Licenses:**

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**To apply, visit: <https://www.sdccdjobs.com>**

*All applicants must have demonstrated cultural competency and sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students and staff.*

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**Contact Information**

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

**Contact**

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