

**Counselor, Psychological Services
Foothill-De Anza Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=257926>

Downloaded On: Jul. 30, 2025 9:49pm

Posted Jun. 5, 2025, set to expire Oct. 2, 2025

Job Title Counselor, Psychological Services
Department Staff
Institution Foothill-De Anza Community College District
Los Altos Hills, California

Date Posted Jun. 5, 2025

Application Deadline Open until filled
Position Start Date Available immediately

Job Categories Professional Staff

Academic Field(s) Administration - Counseling Services

Apply Online Here <https://apptrkr.com/6275932>

Apply By Email

Job Description

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Counselor, Psychological Services

HR EMPLOYMENT/CAREERS

Initial Review Date: 06/16/25*

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

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

The Foothill - De Anza Community College District does not have a remote work policy. All employees are expected to be available to work in person and on-site per the requirement of the department. **DMT faculty are also expected to share the duties of teaching during daytime,

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evenings, weekends, online, and off-campus**

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

De Anza College Mission Statement:

De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world.

De Anza College fulfills its mission by engaging students in creative work that demonstrates the knowledge, skills and attitudes contained within the college's Institutional Core Competencies:

- Communication and expression
- Information literacy
- Physical/mental wellness and personal responsibility
- Civic capacity for global, cultural, social and environmental awareness
- Critical thinking

JOB SUMMARY

Reporting to Dean of Student Development and EOPS, the Psychological Services Counselor will provide a full range of counseling and clinical services for De Anza's diverse student population. Specific duties include intake, evaluation and brief therapy, educational and personal counseling; crisis intervention, case management; referral to campus and community resources to secure basic needs and to ensure continuity of therapeutic care; consultation with faculty, staff and administrators regarding mental health issues; develop strategies and activities that foster student wellness and campus safety. Develop and conduct outreach and prevention events and services, including those specifically designed for vulnerable student populations including, economically disadvantaged, foster youth, veterans and homeless students. Develop and implement in-service workshops for faculty, staff and administrators. Provide practicum supervision and training for graduate interns and license eligible adjunct faculty. Develop 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 with developing and maintaining the department's equity plans and social practices. Help the college meet its commitment to global, cultural, and social awareness through the praxis of equity, social justice, and multicultural education. Demonstrate the commitment to professional development and the practice of cultural humility. Support social justice, equity, and

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sensitivity in staffing, curriculum, programs, and service delivery.

DUTIES AND RESPONSIBILITIES OF THE POSITION INCLUDE:

1. Operating from a strong equity lens, the Psychological Services Counselor will:
2. Provide intake, evaluation, brief therapy, and personal counseling to enrolled students.
3. Provide in-service to faculty, staff, and administrators regarding mental health needs within marginalized and communities of color including topics such as racial trauma, racialized violence, and LGBTQ+ identities.
4. Conduct effective outreach and programming, and culturally relevant approaches to mental health services.
5. Support social justice, equity, and awareness in staffing, curriculum, programs, and service delivery.\
6. Further the district's commitment to global, cultural, and social awareness through the praxis of equity, social justice, and multicultural education.
7. Further De Anza College's commitment to support diverse student populations by developing and maintaining department Equity in Mental Health Action Plan activities.
8. Develop strategies and activities that foster student wellness and campus safety, such as outreach and prevention events and services, including those specifically designed for transgender students, foster youth, veterans, and homeless students.
9. Conduct crisis assessment, response, and intervention via Maxient.
10. Case management: referral to campus and community resources to secure student basic needs and to ensure continuity of therapeutic care,
11. Develop 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.
12. Assist in the implementation of program plans and final reports for state categorical and/or grant programs and services.
13. Participate in the department program review and Student Learning Outcome (SLO) development and evaluation process.
14. Participate in the development of department goals and objectives and assessment of resource needs.
15. Collaborate with college staff to develop informational materials such as brochures, newsletters, and handbooks.
16. Review legislation, codes, policies, laws, and procedures related to the assigned program.
17. Provide information and interpretation of regulations and guidelines to students, faculty, and the community regarding programs and services.
18. Develop relationships with campus faculty, staff, student clubs and local community-based

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resources to implement equity-minded mental health and wellness education strategies.

19. Provide practicum supervision and training for graduate interns and license eligible adjunct faculty.
20. Other duties as assigned

Standard duties expected of all faculty include development and evaluation of curricula, maintaining scheduled office hours, attendance at 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.

MINIMUM QUALIFICATIONS:

1. 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.
2. Doctoral Degree in clinical psychology, counseling psychology, or educational counseling.
3. Possession of an active California Psychology License (PsyD, PhD) or the ability to obtain one prior to employment

PREFERRED QUALIFICATIONS:

1. Recent professional clinical counseling experience in a mental health setting working with communities of color, particularly BIPOC (Black, Indigenous, People of Color) and understanding of how historical patterns of exclusion of these groups within higher education shape patterns of participation and outcomes.
2. Evidence of responsiveness to and understanding of the impact that discrimination, anti-blackness, antisemitism, islamophobia, racial trauma, anti-immigrant, campus racial-climate, 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 identities, and sexual orientation backgrounds and identities.
3. Thorough understanding of the experiences and challenges faced by students of color, particularly African, African American, and the greater African diaspora, Asian Pacific-Islander, Latinx, and immigrant communities in higher education.
4. Demonstrated knowledge and experience of strategies for counseling students with a history of trauma (i.e., foster youth, veterans, sexual assault survivors, etc.)

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5. Demonstrated proficiency in strategies, practices, and clinical therapy approaches that best meet the needs of community college students from diverse racial, socio-economic, ethnic, religious, disability, gender, and sexual orientation backgrounds and identities.
6. Experience with organizing and facilitating mental health outreach and promotion activities
7. Experience in assisting clients with securing resources for mental health/wellness and basic needs.
8. Experience providing crisis counseling to transitional age youth and adult populations.
9. Experience providing culturally relevant counseling services to diverse student populations.
10. Experience with developing detailed case notes, treatment records and documentation of services provided.
11. Clinical experience in groups, individuals, and couples using brief treatment models.

Successful candidates will demonstrate the following:

1. Development of anti-racist student-centered strategies to address and connect underserved campus populations to mental health and wellbeing resources.
2. Develop relationships with campus faculty, staff, student clubs and local community-based resources to implement equity-minded mental health and wellness education strategies.
3. Ability to demonstrate crisis management and consultation skills.
4. Ability to support and counsel students with a history of trauma and/or abuse.
5. Ability to develop outreach and prevention services that promote psychological wellness.
6. Ability to present workshops and in-service trainings.
7. Ability to initiate innovative service delivery strategies.
8. Ability to demonstrate adaptability, flexibility, planning and organizational skills.
9. Ability to utilize technology including Microsoft Office and electronic medical records systems.

WORKING CONDITIONS:

Environment:

1. Indoor, office environment, and advanced manufacturing/automation facilities.

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Physical Abilities:

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

1. Hearing and speaking to exchange information.
2. Vision sufficient to read various materials.
3. Dexterity of hands and fingers to perform the tasks required of the position.
4. Regularly stand, walk, and sit for extended periods of time.
5. Bending at waist, kneeling, or crouching.
6. Reaching overhead, above the shoulders, and horizontally.
7. Lifting and carrying objects up to 20 lbs.

APPLICATION PACKET:

1. 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.
2. A cover letter detailing your background and experience, skills, and abilities as they relate to the minimum and preferred qualifications of this position.
3. A current resume of all work experience, formal education and training.

If you wish to request equivalency for this position (if you do not otherwise meet the minimum qualifications via educational degree attainment as specified), you must submit the Request for Equivalency form and supporting documentation. This form must 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

Applicants will be **REQUIRED** to submit transcripts for salary placement purposes. Applicants who have international transcripts must obtain transcripts that are evaluated by an independent educational-equivalency evaluation company and obtain an English translation (if necessary). These services are to be done at the applicant's expense.

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. For full-consideration, all application packets must be received by 11:59 pm on the closing date.

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Please allow yourself ample time to complete your application and resolve any technical difficulties that may arise with your submission. We do not guarantee a response to application questions within 48 hours of the closing date. You may also visit our "Applicant Information" webpage to assist with technical difficulties at: <http://hr.fhda.edu/careers/a-applicant-instructions.html>

HIRING RANGE: \$79,975.00 - \$131,346.05 annually plus benefits; actual placement is based on applicant's verified education and experience.

For the complete Faculty Salary Schedule, go to: https://hr.fhda.edu/_faculty-information.html

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. 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: Full-time, Tenure-track, 11-months per year.

STARTING DATE: Fall 2025.

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.

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

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Email: employment@fhda.edu

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

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.

To apply, visit <https://fhda.csod.com/ux/ats/careersite/4/home/requisition/2042?c=fhda>

Contact Information

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

Contact

Staff

Foothill-De Anza Community College District

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