

Faculty Counselor - Non Tenure-Track - Spokane
Community College
Community Colleges of Spokane

Direct Link: <https://www.AcademicKeys.com/r?job=267874>

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Posted Nov. 5, 2025, set to expire Dec. 1, 2025

Job Title	Faculty Counselor - Non Tenure-Track - Spokane Community College
Department	SCC Counseling
Institution	Community Colleges of Spokane Spokane, Washington
Date Posted	Nov. 5, 2025
Application Deadline	12/01/2025
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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Faculty Counselor - Non Tenure-Track - Spokane Community College
Community Colleges of Spokane

Location:Spokane CC Main Campus Spokane

Department:SCC Counseling

Salary Information: This is a full-time, annualized (non-tenure track) position with an entry level base salary (for a 175-day academic year contract) of \$71,096 - \$108,630 annually. Future advancement in base salary, up to the current maximum of \$108,630, is based upon a

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combination of years of service 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 Community College, part of Spokane Colleges, serves 15,000 students with career technical, liberal arts, and adult education programs in Spokane and surrounding rural communities.

Applications will be accepted until 4:00 p.m. PST on 11/30/2025. 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 Counselor Faculty - Non Tenure-Track - Spokane Community College

DUTIES AND RESPONSIBILITIES

- Provide mental health, personal, and career counseling services to individual students from a variety of social and cultural backgrounds who are enrolled at Spokane Community College.
- Supports student retention and success through short-term mental health, adjustment, and relational therapy.
- Supports student academic success through academic advising and career counseling for clarification of educational, career and life goals.
- Support student retention and success through relationship building, study skills, test-taking, problem solving, etc
- Develops and instructs courses in college orientation/success and career planning utilizing appropriate pedagogy and technology that facilitates student learning and success.
- Provides crisis intervention counseling when appropriate and/or refers to outside resources when needed. Provides short-term mental health and personal counseling.
- Serves as liaison between the counseling department and instructional faculty. Liaisons with program advisory committees 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

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scope of the position.

- Models professional decorum and mutual respect in all personal interactions.
- Complies with district policy, procedures and directives, state and federal regulations, orders and statutes and collective bargaining agreements.
- Supports and advances the Spokane Colleges strategic plan, and performs other duties as assigned. In addition, counselors may:
 - Supervise graduate-level counseling interns
 - Direct the work of paraprofessional employees or assigned work-study students.
 - Advise student clubs or associations.
 - Complies with state and federal law applicable to professional duties and responsibilities.

MINIMUM QUALIFICATIONS

- An earned master's degree in Counseling or related field from an accredited institution that includes a Counseling practicum and may have included appropriate coursework in assessment, career counseling, crisis intervention, legal and ethical issues in counseling, lifespan development, multicultural counseling, theories of counseling, and treatment planning.
- Currently holds full, unrestricted LMHC in Washington State.
- Minimum of two years experience providing mental health counseling.
- Demonstrated excellent communication and interpersonal skills with an ability to establish and maintain strong relationships and build trust.

DESIRED QUALIFICATIONS

- Experience and training in crisis intervention.
- Experience with local social services resources for when on-site therapy is inappropriate.
- Knowledge of Family Educational Rights and Privacy Act (FERPA).
- Experience in collaborating with outside agencies and organizational colleagues.
- Experience in supervising mental health interns.
- Experience in Higher Education providing services for students
- Is an approved supervisor for mental health in Washington State

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

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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 (annualized) 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.
- 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 provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, citizenship or immigration status, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity,

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marital status, creed, religion, veteran or military status, or use of a trained guide dog or service animal. This policy is in accordance with state and federal laws including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990.

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

Frederick Davis, MA

Chief Human Resources Officer

Spokane Colleges

P.O. Box 6000, MS1004

Spokane, WA. 99217-6000

509-434-5040/ ccs.titleix@ccs.spokane.edu.

To apply, please visit: <https://careers.ccs.spokane.edu/jobs/faculty-counselor-non-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

SCC Counseling

Community Colleges of Spokane

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