

**Counselor, Academic - Tenure Track
Cabrillo College**

Direct Link: <https://www.AcademicKeys.com/r?job=269732>

Downloaded On: Dec. 23, 2025 8:54pm

Posted Dec. 23, 2025, set to expire Feb. 17, 2026

Job Title Counselor, Academic - Tenure Track
Department ACCESS
Institution Cabrillo College
Aptos, California

Date Posted Dec. 23, 2025

Application Deadline 02/17/2026

Position Start Date Available immediately

Job Categories Faculty Associate

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

Apply Online Here <https://apptrkr.com/6808454>

Apply By Email

Job Description

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Counselor, Academic - Tenure Track

Cabrillo College

Salary: See Position Description

Job Type: Full-time (100%)

Job Number:

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2025-02093

Closing: 2/17/2026 11:59 PM Pacific

Location: Aptos, CA

Department: ACCESS

Please apply for this job directly on the Cabrillo College job opportunities page [here](#).

Employment Opportunity

Join our organization's amazing educational environment as part of our ongoing commitment fostering diversity, equity, and inclusion via our **CLUSTER HIRE** process. We seek to bring together a group of exceptional individuals to collectively contribute our college's diverse intellectual and cultural experience. Applicants must satisfy the DEIA+ criteria per the job announcement's supplemental questions. Read more about the [CLUSTER HIRE PROCESS](#).

College Commitment to Equity and Diversity: The **ideal** candidate shares and participates in Cabrillo's commitment to the values of diversity and equity while serving its socioeconomically and ethnically diverse student community. For the 2024-2025 Academic Year, 61% of Cabrillo students are members of minoritized populations, identifying themselves as LatinX (51.25%), Multi Ethnic (6%), Asian (2.5%), Black Non-Hispanic (1%), Filipino (0.87%), American Indian/Alaskan Native (0.21%) and Pacific Islander (0.16%). Cabrillo is proud to be an Hispanic Serving Institution, enrolling 51% Hispanic students, and recent data indicates that the college has closed the achievement gap for graduation success (50% of graduates are Hispanic). The college is dedicated in its efforts of diversity, equity, and inclusion, having established Board goals of supporting antiracism efforts and promoting a year-long equity reading certificate program for faculty, staff, and managers.

Starting Salary Range: This full-time, tenure track instructor will enjoy a **185-Day** work schedule. ranging from **\$74,370 to \$114,158** per year, salary is determined by applicant's documented education and experience. Maximum initial salary step placement on the is step 9. An annual **doctoral stipend** of **\$4,697** is granted to eligible faculty.

Excellent benefits, including quality health insurance at a *LOW COST for you and your family! Comprehensive benefits include medical, dental, life, short and long term, and vision (optional) insurance provided at a share of cost on a pretax basis, CalSTRS Retirement and an Employee Assistance Program. Benefits begin the first day of the second month of employment. ***In many cases full-time employee net out-of-pocket for benefit premiums may be as low as \$0 depending upon the plan selected.** More information can be found on the Benefits [webpage](#) on the HR webpage.

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About This Opportunity: The position begins on **Monday, August 17, 2026** pending Governing Board ratification. Classes may be in a traditional "in class" setting, online, or hybrid format scheduled over summer and/or winter months, and at various campus locations, including days, evenings, and/or weekends.

Faculty actively participate in curriculum development, program planning, and serves on participatory governance committees. Cabrillo provides excellent opportunities to learn, collaborate, create, and make a difference in the lives of its diverse student body and community.

About Us: Cabrillo College is honored to participate in the California [Guided Pathways](#) project helping students achieve their educational goals, and is highly regarded for its success of transfer and career education. The college is proud to enroll over 11,400 students each semester, and many of our students transfer to nearby universities - the University of California at Santa Cruz, San Jose State University, and California State University at Monterey Bay.

On October 21, 2024, Cabrillo College was ranked ***the best community college in California***, based upon a study released by SmartAsset in the *Miami Herald*, and in the same study was ranked 37th overall in the United States. *Join us as we shape futures together!*

About Our Community: While Santa Cruz is primarily known as "Surf City" for our beaches and surfing, we have so much more to offer! Our cozy little county has famous coastal redwoods; the spectacularly scenic San Lorenzo River Valley; well-known coastal beaches; and our abundant agricultural south county. Aside from our miles of beaches, we have multiple state parks, two colleges, wineries, a delicious agriculture and food scene, a symphony, the last major seaside amusement park on the West Coast, an NBA-G League team (go, Warriors!), museums, a national repertory Shakespeare company, and more that virtually guarantee something for everyone. Find your professional and personal well-being here at Cabrillo in our celebrated community!

About the Department: Academic Counseling at Cabrillo College is dedicated to helping students clarify their goals, navigate their educational options, and build a clear, achievable pathway toward academic and career success. Counselors work collaboratively with students to explore interests, select courses, understand degree and certificate requirements, and create personalized education plans. Counselors also help students connect with campus resources, understand policies and procedures, and develop strategies for overcoming academic challenges.

Rooted in a student-centered approach, Cabrillo's counseling services empower individuals to take charge of their learning, stay on track, and fully engage in their college experience. Through one-on-

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one appointments, workshops, and comprehensive planning tools, Academic Counseling plays a vital role in fostering student success and helping every Seahawk reach their goals.

[CLICK HERE TO LEARN MORE ABOUT OUR ACADEMIC COUNSELING SERVICES](#)

[CLICK HERE TO LEARN MORE ABOUT OUR ACADEMIC COUNSELING, CAREER AND EDUCATION SUPPORT SERVICES \(ACCESS\) DIVISION](#)

Examples of Duties

- Provide academic counseling, career guidance, and educational planning to general student population
- Teach assigned classes, which may include evening or off-campus assignments
- Engage in participatory governance committees, processes, and initiatives such as First Year Experience and Learning Communities
- Maintain timely and accurate records of student enrollment, attendance, and academic progress
- Provide academic assistance and related services to students during scheduled office hours
- Cooperate with and participate as may be required in District investigations and/or student grievance matters of alleged unlawful harassment, discrimination, and retaliation
- Demonstrate sensitivity to and understanding of diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and staff
- Complete required District trainings such as Title IX, Mandated Reporter, EEO/Diversity/Elimination of Bias, Workplace Safety, etc.

Minimum Qualifications

Required Education from a U.S. Department of Education-recognized accredited organization and licensure qualifications:

- Understanding of, and sensitivity to, the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation, of community college students, faculty, and staff **AND**
- 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. (**NOTE:** A bachelor's degree in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance

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counseling, educational counseling, social work, career development, marriage and family therapy or marriage, family and child counseling **AND** a license as a Marriage and Family Therapist {MFT} is an alternative qualification for this discipline.)**OR**

- A lifetime California Community College Instructor Credential in Academic Counseling **OR**

- **THE EQUIVALENT**

- The state of California has established minimum qualifications for academic positions in California Community Colleges to promote professionalism, instructional integrity, and academic rigor. Each discipline has specific, approved degree majors that are listed above. **You must complete and attach an Equivalency Form with your application if your degree major does not match one of the disciplines listed above.** This form allows Cabrillo College's Equivalency Committee to review your education and/or professional experience to determine whether it is equivalent in level, content, and rigor to the required degree. Applications cannot be considered without a completed Equivalency Form, **even if your degree is closely related.**
 - **For example:**If the MQs list a *Master's in Geology, Geophysics, Earth Sciences*, and your degree is in *Geosciences* or *Earth and Environmental Studies*, you must request equivalency by submitting the form with your application.

TO REQUEST EQUIVALENCY:

- Complete the **Equivalency Form** and attach it to your application
 - Be sure to attach **supporting documents** - such as unofficial transcripts, course descriptions, certificates, or verification of professional experience.

Still completing your degree?

- Applicants currently finishing their degree(s) are welcome to apply! However, they must also submit an **Equivalency Form** with unofficial transcripts.
- This requirement also applies to applicants who have completed all coursework but are **awaiting official degree conferral**.

Required Professional Expertise:

- Currency and depth of knowledge in the applicable professional field, curriculum development, review and assessment of student learning outcomes

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- Knowledge and understanding of programs such as Guided Pathways, that address commitment to equity-minded and culturally responsive teaching strategies enhancing student success
- Work cooperatively and demonstrate sensitivity to the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of students, administrators, faculty, and staff
- Strong verbal and written communication skills, and proficient use of technology
- Evidence of professional activities and service beyond primary teaching assignments

Desired Qualifications/Performance Expectations:

- Successful online teaching experience
- Successful teaching and academic counseling experience in a higher-education institution.
- Experience providing academic counseling with and/or demonstrated understanding of the issues faced by veterans, current or former foster youth, basic skills students, first-generation college students, students with disabilities, and other minoritized groups
- Experience providing academic counseling and/or demonstrated understanding of the issues faced by community college students, including international students and students pursuing Science, Technology, Engineering, Mathematics (STEM) majors
- Career counseling experience which includes interpreting results of career inventories.
- Experience teaching Career Exploration courses and/or workshops
- Experience developing education plans for CTE and transfer students seeking admission to University of California (UC), California State University (CSU) and private universities
- Demonstrated knowledge of CTE and transfer degree/certificate program requirements.
- Ability to utilize a variety of technology tools, student information systems, and online resources to effectively support students

Additional Information

APPLICATION PROCESS

1. Complete the application with a minimum of three (3) professional references and answer **all** supplemental questions (do not copy/paste from your application or resume, indicate "See x", or "Provided upon interview"); provide detailed information to aid in determining the minimum qualification requirements have been met
 - List all your relevant licensures in the Certificates and Licenses section of your Application
2. Attach a resume or CV detailing teaching and professional work experience

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3. Attach one of the following:

- Unofficial transcripts from all colleges attended displaying any degrees conferred (copies, photos, and downloads are acceptable; diplomas and certificates are not). *Foreign transcripts must be evaluated for U.S. equivalency* and attached (at the applicant's expense) - [click here](#) for more information **OR**
- A Copy of a lifetime California Community College Instructor credential in Academic Counseling, front and back (if applicable) **OR**
- A completed and signed Equivalency Form as needed - [click here](#). Refer to the equivalency information listed in the Minimum Qualifications area to determine whether this form is necessary.

Please note: All application materials must be received by 11:59 pm on the closing date indicated above. Once submitted, applications are unable to be amended and will require a new application for revisions.

Attention Applicants

Only completed applications with the above required attached documents will be reviewed. Application materials *not* listed above (such as cover letters, letters of recommendation, statements, etc.) will *not* be reviewed by the committee. Applicants need to remove personally identifiable information such as photos of themselves, social security number, birth year, age, and gender from application materials. Expenses related to the general application process (obtaining/translating documents, etc.) are the responsibility of the applicant. Cabrillo College **may** provide a travel reimbursement to eligible candidates based on travel distance. A candidate is eligible for travel reimbursement when they have participated in an in-person interview for first- and/or second-level interviews and distance. **We are unable to sponsor any work visas.**

Questions? Concerns? Please contact HR at cabrillohr@cabrillo.edu as Departments, Divisions, and Committee Members are unable to discuss active recruitments with potential candidates.

Selection Procedure

Meeting the posted requirements is not a guarantee of an interview. A written performance exercise and/or teaching demonstration/presentation may be a part of the interview. Finalists will be invited to return for a second interview. All notifications will be via email, AND by accessing your [application profile](#). Initial interviews are tentatively slated for April, 2026, but are subject to change.

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Conditions of Employment

Candidates given a conditional offer of employment are required to submit tuberculosis screening clearance results, official transcripts, proof of eligibility to work in the United States, and present their Social Security card upon hire for payroll purposes. Cabrillo is an [E-Verify](#) employer.

EEO Statement

Cabrillo College is an equal opportunity employer seeking a diverse pool of qualified applicants. The policy of the College is to encourage applications from all persons. No person shall be denied employment because of ethnicity or race, color, sex or gender, gender identity, gender expression, age, religion, marital status, disability, sexual orientation, national origin, medical conditions, status, or protected veteran status.

Accommodations

Persons with disabilities who require reasonable accommodation to complete the employment process must notify Human Resources at cabrillohr@cabrillo.edu.

To apply, please visit <https://www.schooljobs.com/careers/cabrilloedu/jobs/5177149/counselor-academic-tenure-track>

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Contact Information

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

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Contact

ACCESS

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