

Job 807 – Director of Counseling Services

Job Responsibilities:

Reporting to the Assistant Vice President for Student Life, the Director of Counseling Services oversees the delivery of first-level clinical services, outreach, and preventive programs that address the psychological and behavioral needs of the residential undergraduate student population in Winona. This position develops policies and procedures of service; evaluates programs and monitors the standards of clinical service effectiveness; and hires, trains, supervises and evaluates professional staff and, when appropriate, graduate interns. The director is a practicing mental health clinician who provides counseling, crisis intervention, clinical supervision, outreach, and mental/behavioral health referral services to outside clinicians.

- Oversees day-to-day operations of programs and services to include budget and facility management, and assessing long-term quality and effectiveness in order to balance competing clinical and administrative demands.
- Develops and administers counseling center protocols and procedures in keeping with current best practices for college counseling centers.
- Directly supervises the center's staff, which includes trained professional full-time counselors, as well as counseling interns who provide direct clinical services such as drug/alcohol counseling and routine outpatient care, arranging for referrals to outside partners for intensive outpatient, partial hospitalization, or inpatient care.
- Provides clinical counseling services directly to students as needed.
- Develops and maintains contractual relationships with local providers who serve as resources to enrolled students whose needs transcend the purview of the university's center.
- Monitors and assesses the quality of clinical services and educational/outreach programs and services to ensure they meet the evolving needs of students.
- Provides consultation, education and outreach services to faculty, staff, and students on student-centered developmental and psychological issues.
- Works with colleagues in student life, student success, health sciences and other offices throughout the university to develop strategies for optimizing student strengths and healthy development, and for the prevention and intervention of psychological and behavioral concerns.
- Gathers and records data regarding student participation in programs and services sponsored by the center, and prepares reports that assess their effectiveness.
- Maintains the quality, integrity and confidentiality of clients' records.
- Develops opportunities and support for professional development of center staff.
- Participates in on-call rotation to assist students in crisis.
- Coordinates the center's emergency and crisis response procedures in accordance with the established Emergency Response Plan for the Winona campus.

Essential Skills and Abilities:

- Working knowledge of behavioral health and evidence-based treatments for mental health conditions.
- Adept at building and maintaining collaborative, impactful relationships with a diverse group of internal and external stakeholders.
- Critical thinking, analysis, and data interpretation skills.
- Excellent written, verbal, and social communication skills.
- Multicultural literacy regarding a diverse student population.
- Working knowledge of the latest trends affecting college student developmental and behavioral issues, retention and persistence.
- Strategic orientation with operational know-how.
- Embodiment of the principles of Lasallian mission and pedagogy.
- Expertise in crisis intervention and management.

Education and Experience

- Ph.D. or Psy.D. in Counseling Psychology or Clinical Psychology from an APA-accredited program.
- Currently licensed, or license eligible as a psychologist in Minnesota by the Minnesota State Board of Psychology within one year of beginning employment.

- At least 5 years' prior experience as a practicing clinician; minimum of 1.5 years in a collegiate counseling position.
- Progressive administrative experience with supervision, financial management, program development, and strategic planning.
- Demonstrated experience and knowledge of college students' developmental issues as well as current ethical, legal and clinical best practices as foundational principles for quality collegiate counseling.

All offers of employment are contingent upon the successful completion of a criminal background check.