



**Position:** Licensed Counselor (Psychologist, Clinical Social Worker, Marriage Family Therapist, or Licensed Professional Counselor)

**Type:** Temporary Counselor Position, Full-time, 40 hours per week

**Academic Year:** 2023-2024 (February 1, 2024, through May 22, 2024)

**Available:** January 2024

**Contact:** Emily Poole Callahan,  
AVP and Dean of Student  
Student Affairs  
[epoole1@csub.edu](mailto:epoole1@csub.edu)

**Location:** California State University Bakersfield  
9001 Stockdale Hwy.  
Bakersfield, CA 93311

**Deadline:** Review of applications will begin **01/05/2024**, though the position will remain open until filled

University Background: CSU Bakersfield, founded in 1970, is a regional, comprehensive university serving the southern San Joaquin Valley of California. CSU Bakersfield's service area covers nearly 25,000 square miles and is home to a socially and ethnically diverse population of over 11,000 students. CSU Bakersfield is the only four-year degree granting institution within a 100-mile radius. Due to this, CSU Bakersfield has a vital role in educational attainment, economic development, and quality of life within the region.

The accolades CSU Bakersfield has received include Third Way's #9 Most Economic Mobility Index (2023), Washington Monthly's #10 Best Bang for the Buck for Western Colleges and #11 Best Master's University (2023), and US News and World Report's #16 Top Public School in the West (2023).

CSU Bakersfield serves 9,800 undergraduate students and 1,400 graduate, credential, and post-baccalaureate students. 63.5% of CSU Bakersfield's students are Hispanic/Latinx, 21.5% are Caucasian, 7.1% are Asian, 4.9% are African American, 2.3% are multiracial, 0.5% are American Indian/Alaskan Native, and 0.2% are Hawaiian/Pacific Islander. CSU Bakersfield is a federally designated Hispanic Serving Institution (HSI).

**Commitment to Diversity:** The counseling center is within the Division of Student Affairs at CSUB is committed to academic and inclusive excellence and diversity within the faculty, staff, and student body.

**Division of Student Affairs Information:** The CSUB Division of Student Affairs is dedicated to developing the intellectual and personal potential of every student by providing programs, services, and co-curricular activities that are essential to student success. While serving students through meaningful experiences and enhancing the community united through diversity, we inspire students to become informed, active, and engaged global citizens in a complex, rapidly changing world.



**Department Information:** The mission of the California State University, Bakersfield Counseling Center is to assist a diverse student population with personal, academic, and mental health concerns that may affect them as they pursue their educational goals. The focus is on improving students' well-being through individual counseling, groups, workshops, and programs. All services are provided to enhance the quality of students' experiences at the university and throughout their lives.

**Position Description:** Under the general direction and guidance of the Assistant Vice President and Dean of Students for Student Affairs, the incumbent will provide counseling services to CSUB-AV students. The primary focus is to provide a spectrum of counseling services to students enrolled at CSUB-Antelope Valley in Lancaster, CA, and the main campus at CSUB in Bakersfield on occasion. Counseling services include individual and group counseling, workshops on improving the mental health of our students, and teaching general studies courses. This position also collaborates with campus partners to host and support events focused on improving the mental health of the campus community, outreach presentations on the services offered, and consultations for student success.

This role will likely include some late afternoon and evening hours based on the needs of the students and may include some weekend work. Occasional travel to the CSUB main campus in Bakersfield for events, professional development, and opportunities for collaboration will be part of this position. This position will also include some virtual appointments from the office at CSUB-AV as well as in person appointments based on the student's preference.

The candidate in this position must have a demonstrated knowledge, sensitivity, and support of a diverse population including faculty, staff, and students. The counselor is responsible for regular strategic evaluation of existing services to enhance the student experience and support student success. The counselor must have the ability to maintain effective working relationships with a variety of campus constituencies, including faculty, staff, and students. The incumbent must have the ability to work with minimal supervision and be able to adapt to rapidly changing circumstances. Must be able to respond to students in crisis and provide intervention and management of their needs.

**Minimum Qualifications:** Licensed to practice in California (e.g., Licensed Psychologist, LCSW, LMFT, Licensed Professional Counselor). Two years of post-license experience is required.

**Clinal Skills:** Knowledge of relevant ethical and legal parameters of professional practice. Excellent communication skills. Awareness of electronic recordkeeping (Titanium) desirable. Able to work independently and with little supervision, be proactive and take initiative. Actively seek out opportunities for growth and professional development. Demonstrates sensitivity and commitment to unique needs of students experiencing combined academic and mental health concerns. Demonstrates respect, professionalism and consideration when dealing with students, faculty, and staff. Ability to work as part of a mental health team to serve the mission of the university.



**Nonclinical Skills:** Ability to utilize effective organizational skills and flexibility. Ability to work in a busy student environment and to positively impact the lives of students. Ability to think abstractly, solve problems and effectively balance managing people and tasks. Ability to understand and relate well to students and other of diverse backgrounds. Ability to maintain and manage confidential information and situations. Ability to manage challenging situations including student and campus crises.

**Preferred Qualifications:** Two years post-license experience in a university setting. The applicant should be a generalist with some experience in the following: counseling, prevention, and outreach services to diverse populations; brief therapy and motivational interviewing; academic coaching, cross cultural awareness, crisis management and consultation; sexual and gender issues; and addiction and substance abuse. We are seeking candidates who demonstrate knowledge of, commitment to, and experience working with members of African, Black & Caribbean; Asian, Asian American & Pacific Islander; Chicano/Latinx; Native/ Indigenous; Southwest Asian & North African; Disabled/Neuro Diverse; Trans & NonBinary; Queer; Undocumented and other historically marginalized or underrepresented communities.

**Examples of Duties:**

- a. Provides individual and group counseling for a diverse student population.
- b. Leads workshops on relevant topics related to mental health specific to student needs.
- c. Provides crisis intervention and management including afterhours support for students.
- d. Provide assessment of students by meeting with them individually to evaluate their mental health needs.
- e. Serve as a mental health and wellness consultant for the university community.
- f. Participate and lead educational workshops on various mental health topics.
- g. Performs other duties related to job as directed by the supervisor.
- h. Teaches courses to enhance student skills related to improving their mental health.
- i. Attends and participates in clinical supervision group and staff meetings.
- j. Consult with faculty and staff regarding students as appropriate in line with confidentiality.
- k. Educate faculty on the barriers students face with emotions, personal problems, and the educational environment.
- l. Assist at-risk students with developing academic and emotional coping strategies, navigating important university systems, interacting with faculty, and utilizing support services and resources.
- m. Provide direct referrals for campus and community resources as necessary.
- n. Assist in collecting and assessing data necessary for strategic department planning.

**Experience:** Five years post-license experience is desired, with three years of counseling experience in a university setting preferred. The applicant should be a generalist with some experience in the following: addiction and substance abuse; brief therapy; crisis management and consultation; counseling, prevention, and outreach services to diverse populations; sexual and gender issues; and supervision of practicum level trainees.

**Skills:**

- Knowledge of local, state, and national laws and regulations pertaining to the medical field and the assigned specialty.
- Thorough knowledge of applicable professional ethics standards and patient privacy.



- Ability to serve as a mentor and resource consultant for other health center or Counseling Services personnel.
- Demonstrated ability to prioritize and manage a variety of clinical duties as part of a multi-disciplinary team.
- Ability to meet students where they are during the morning, afternoons, and evenings, either virtually or in person, from an office located in the CSUB-AV Counseling Center .
- Ability to listen to divergent views and facilitate a resolution to situations as needed.
- Work collaboratively and effectively with Administrative Support Staff for scheduling, forms, etc.
- Regular and reliable attendance is required.
- Demonstrated customer service experience requiring a very high level of diplomacy and professionalism.
- Ability to use tact and diplomacy to effectively handle a broad range of high level and sensitive interpersonal situations with diverse personalities, and to respond appropriately to conflicts and problems.
- Ability to initiate, establish, and foster communication and teamwork by maintaining a positive, cooperative, productive work atmosphere in the University with the ability to establish and maintain effective working relationships within a diverse population and with those from various cultural backgrounds.
- Excellent communication skills: ability to effectively communicate information in a clear and understandable manner, both verbally and in writing.
- Thorough knowledge of English grammar, spelling, and punctuation.
- Ability to interpret, communicate and apply policies and procedures.
- Ability to maintain a high degree of confidentiality.
- Excellent organizational and time management skills with the ability to set own priorities to coordinate multiple assignments with fluctuating and time-sensitive deadlines.
- Excellent computer skills and competence with a variety of computer applications including word-processing, spreadsheets, databases, on-line systems, Internet as well as online calendaring and email.
- Working knowledge of or ability to quickly learn University infrastructure.
- Possesses a customer-oriented and service-centered attitude.

**Mental Demands:** Ability to utilize effective organizational skills and flexibility. Ability to work in a busy student environment and to positively impact the lives of students. Ability to think abstractly, solve problems and effectively balance managing people and tasks. Ability to understand and relate well to students and others of diverse backgrounds. Ability to maintain and manage confidential information and situations. Ability to manage challenging situations including student and campus crises.

**Rank and Salary:** Student Services Professional, Academic-Related I. Anticipated full-time equivalent base salary range is \$5,405 - \$6,500 per month. Anticipated salary is generally at or near the minimum of the appropriate range, commensurate with education and experience and may include health benefits.

**Application:** E-mail a CV / Resume with references to [epoole1@csub.edu](mailto:epoole1@csub.edu)

**Application Deadline Date:** First Review **01/05/24**. Position to remain open until filled.



**Collective Bargaining:** Counselors are considered in the California Faculty Association, therefore named Counselor Faculty. The position classification is Student Services Professional, Academically Related (SSP-AR1)

**Evaluation:** As a member of the California Faculty Association's bargaining unit 3, the counselor Faculty is evaluated in a Periodic Review (annually) utilizing review process defined by the Counseling Center and in the University handbook.

**Background check:** A background check (including a criminal records check) must be satisfactorily completed. Offers of employment are conditional and may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered the position.

**Mandated Reporter:** The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

**Clery Act:** CSUB's annual crime report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus centers, such as our Antelope Valley Satellite Campus and on property within, or immediately adjacent to and accessible from CSUB. The report also includes policies concerning security on campus, such as alcohol and drug use, crime prevention, reporting crimes, sexual assault, and other subjects. Additionally, a daily log of offenses is maintained and can be reviewed at the front desk of the Department of Public Safety. You can obtain a copy of the annual report by contacting the Department of Public Safety/University Police at (661) 654-2111 or by logging on to their website at:

<https://www.csub.edu/compliance/Clery>.

**EEO Statement:** CSUB is committed to Equal Employment Opportunity. Applicants will be considered without regard to age, gender identity or expression, race, or ethnicity (including color, caste, or ancestry), national origin, religion, genetic information, sexual orientation, marital status, veteran or military status, medical condition, or disability.