The School Counselor, as a member of the Health Services Team, is one of three full time school counselors responsible for supporting the social and emotional needs of 360 boarding and day students in grades 9 through 12. This is a 10-month position scheduled to work 11:00 a.m. to 7:00 p.m. including on-call rotating nights and weekends. The Student Health Center integrates within the school-wide culture and system; providing behavioral health support and engaging in prevention and intervention activities; offering mental health and wellness related support services to staff and educational teams; including case consultation and advice concerning student status, assessments, and treatment.

The Counselor reports to the Dean of Students and Wellbeing, working under the guidance of the Director of Counseling and will coordinate with other school administrators to support the social emotional needs of all students.

The ideal candidate will be experienced and have expertise in providing psychological therapy support in a diverse high school setting and/or with adolescents and families. Knowledge and experience treating eating disorders, facilitating therapy groups, understanding of neurodiversity issues, and ability to work in a fast paced environment. Comfort and ability to effectively communicate with colleagues, parents and families in a timely manner. Will have knowledge of local and state resources for linking to off campus services.

Key Areas of Responsibilities:

- Provide short term evidence based counseling for individual students, run therapeutic and social skills groups on campus.
- Serve as a resource and consultant on adolescent student mental health for all students and faculty.
- Coordinate with families, school administrators, Director of Counseling and the Learning Support Coordinator to develop plans of support for students in need; suggesting accommodations and linkage to necessary external referrals.
- Collaborate with the wellness team to holistically support the needs of individual students through intentional prevention and intervention strategies.
- Participate in ongoing wellness education & crisis prevention programs, programming is intended for: parents, students, faculty and staff.
- Perform on-call duties in rotation with the counseling team (this includes some weekends and weeknights): consult via phone about Mental Health issues, support after hours crises in person, via telehealth and/or phone.
- Establish and maintain effective working relationships with individuals and groups from varied educational and cultural backgrounds; participate effectively in meetings and conferences; collaborate with other system of care partners; demonstrate effective liaison relationships with parents, schools, and agencies; coordinate activities from many sources for the benefit of an individual student; organize work and provide effective services within a limited timeframe; conduct assessments, crisis intervention, and counseling; interpret test data; develop, coordinate, and deliver relevant training to students, parents, and staff; interpret, apply, and explain rules, regulations, policies, and
procedures; communicate effectively and impart concepts and information accurately both orally and in writing; analyze and evaluate situations accurately and adopt an effective course of action; maintain confidentiality and discretion; work independently with little direction.

● Additional responsibilities as required by the department.

Minimum Requirements / Qualifications / Competencies:

● Master’s Degree or Ph.D. in Psychology, Social Work, or related field; Licensure in one of the following: creative arts therapist, marriage and family therapist, mental health counselor, psychoanalyst, clinical psychologist, clinical social worker, master social worker, applied behavior analyst.

● Five or more years of relevant experience providing counseling/therapy services to adolescents, ideally within an independent school setting.

● Current theories of development, trauma informed care, cognitive science, and social-emotional learning research and behavior change strategies; brief counseling techniques and crisis intervention; ability to identify and treat the behavioral and education-based mental health needs of students including mental health disorders and substance use disorders; mental health and wellness related community and state resources; health regulations and ethics related to school-based mental health services including Health Insurance Portability and Accountability Act (HIPAA) and Family Educational Rights and Privacy Act (FERPA)

● Strategic, creative, and imaginative thinker who weaves social-emotional learning into all aspects of the school

● Strong and effective communicator and collaborator

● Exceptional attention to detail, with the ability to organize and manage multiple priorities

● Strong knowledge of the ethical and legal considerations related to counseling practices.

● Commitment to the school’s mission, values, and vision

● Clever problem solver

● Passion for and desire to work in an all-girls school boarding community

● Experience with work in diversity, equity and inclusion

● Possession of a valid driver's license and/or be able to provide own transportation in conduct of work assignments; willingness to transport students if needed to offsite appointments.

We seek to identify, recruit, and develop employees who bring a diversity of experiences, perspectives, talents, and backgrounds. Emma is an equal opportunity employer.

Emma Willard School requires employees to be fully vaccinated with the exception of medical exemptions.

Please apply through the school's Career Center website