Posted: 11/3/20260
Salary Range: $58,602.00 -$65,113.00
Status: Exempt, Full-time, On-site

The College of Idaho seeks a compassionate and dedicated **Staff Mental Health Counselor** to support the mental health, well-being, and success of our students. This position provides direct clinical counseling services, crisis intervention, and wellness education while fostering a campus environment that promotes resilience, belonging, and personal growth. Working within the Health and Wellness Center, this position serves as a trusted resource for students and campus partners, helping advance holistic student well-being through responsive mental health services, prevention initiatives, and collaborative outreach efforts.

In this highly collaborative role, the Staff Mental Health Counselor maintains an active counseling caseload and provides individual, group, and couples counseling, student check-ins, walk-in consultations, crisis triage, and emergency mental health interventions. The position develops and delivers campus-wide wellness education and prevention programming that supports student well-being, serves as a trusted resource for faculty, staff, and health professionals on student mental health and behavioral concerns, and participates in new student orientation and other mental-health related institutional teams. The Staff Mental Health Counselor also trains, mentors, and supervises Peer Advocates, facilitates workshops and educational initiatives, participates in student success and wellness efforts across campus, and plays a key role in fostering a supportive, healthy, and engaged campus community.

Successful candidates must hold a master's degree in Counseling from a CACREP-accredited program and possess, or be eligible to obtain, Idaho licensure as a Licensed Clinical Professional Counselor (LCPC), Licensed Clinical Social Worker (LCSW), or Licensed Marriage and Family Therapist (LMFT). Licensed Professional Counselor (LPC), Licensed Master Social Worker (LMSW) may be considered for the right candidate with the option of in-house clinical supervision available. Three years of professional clinical counseling experience is preferred. Experience working with college-aged populations, providing crisis intervention, developing wellness education programs, and supervising student leaders is highly desirable. The ideal candidate will possess strong clinical judgment, exceptional interpersonal and communication skills, a commitment to ethical practice, and the ability to build meaningful relationships with students and campus partners. They will demonstrate a commitment to student-centered service and fostering a campus culture grounded in respect, accessibility, and meaningful engagement. Occasional evening and weekend work is required to support programming, outreach activities, and student needs.

Candidates must be authorized to work in the United States as of the expected hire date and throughout the date of their employment without sponsorship from The College of Idaho. A current, valid driver's license is also required, and candidates must be vehicle-insurable.

The College offers competitive benefits, including tuition waiver for dependents, health insurance, a retirement plan with employer match, generous paid time off, free access to on-campus fitness centers, and free admission to campus events. Spouses, domestic partners, and dependents are eligible for benefits coverage.

A complete application will include a current résumé, a cover letter addressing qualifications for the position, and the names and contact information of three (3) references: two (2) from management and one (1) professional, sent to careers@collegeofidaho.edu. **Review of applications will begin immediately and continue until qualified candidates are selected.** As we move through the application review process, additional information may be requested from qualified candidates.

With over 134 years of history, The College of Idaho is a regional and national leader in higher education. The College of Idaho is a mission-driven community of exceptional learning that challenges the ambitious and forges pathways to success and purpose.

The College of Idaho is proud to be an equal-opportunity employer. We are dedicated to attracting, retaining, and optimizing performance and academic excellence through an inclusive workforce. The College does not discriminate on the basis of sex, race, color, age, religion, disability, national and ethnic origin, veteran status, sexual orientation, gender identity, or any other basis protected by law.