



**Job Title:** College Access Counselor  
**Reports To:** High School Site Coordinator  
**Classification:** Non-Exempt  
**Schedule:** 1:30 – 5:30 Monday to Thursday, 8:30 12:30 Friday  
**Supervisory Responsibilities:** None  
**Date:** 03/15/2021

Our Mission: Grace Place puts faith into action providing pathways out of poverty by educating children and families.

### Summary/Objective:

Under the leadership and guidance of the High School Site Coordinator, the College Access Counselor is responsible for managing the LEAD program college access and career readiness programs. The College Access Counselor assists in all aspects of the high school program focusing on the college and career facets.

### Essential Duties and Responsibilities:

#### Program Development

- Assist in developing and implementing a program of college and career exploration to include college visits, field experiences, job shadowing opportunities, and other opportunities for students.
- Develop and implement a mentor program for 11<sup>th</sup> and 12<sup>th</sup> grade students that supports the students in their creating a plan for their college or career.

#### Student Support

- Assist students with the preparation of applications for college, scholarships, internships/programs, and jobs.
- Maintain a process of developing goals and action plans with students in the program.
- Provide individual and small group counseling services related to college and career choices to match their abilities and interests to appropriate college and career choices.
- Assist with the coordination of ACT/SAT test-taking, and support test prep for juniors and seniors.
- Support seniors in transition-planning.
- Oversee and support students in applying for college scholarships.
- Oversee all aspects of the Grace Place Jubilee and program scholarships ensuring all high school students understand the scholarships available and meet eligibility requirements, how to build a strong application, how to apply, and are prepared for the process.

#### Family Involvement and Support

- Educate and counsel parents in understanding the college admission and financial aid process including evening and weekend workshops.
- Identify and work to resolve student/family issues regarding college access.
- Support families with the completion of the FAFSA.

## **Volunteers and Community**

- Coordinate effective volunteer involvement in all facets of the program.
- Work collaboratively with the Collier County Public Schools to provide coordinated program support to schools and utilize student data to improve achievement.
- Facilitate partnerships and collaborations with appropriate agencies that provide services to the students and families as well as other business and community partners.

## **Record Keeping**

- Develop productive relationships and partnerships with colleges/universities, scholarship programs, and other higher-education professionals.
- Attend professional development conferences and Future Ready Collier meetings.
- Consistently track student application progress including their individual application, aid/scholarship, admittance, graduation, and enrollment goals.
- Track students' quarterly grades and ensure we are supporting students who are in need of extra help to improve GPA and graduation rates.
- Keep appropriate records and write reports on progress.
- Prepare outcome reporting and evaluation of programming.
- Other duties as assigned.

## **Qualifications:**

### **Education:**

- Bachelor's degree required, preferably with an emphasis in education or a related field. Master's degree preferred.

### **Experience:**

- At least two years of experience in a teaching or administrative capacity in an organization that provides direct services to high school or college students preferred.
- Experience in student services, financial aid, or college admissions is desirable.

### **Knowledge, Skills, and Abilities:**

- Proficiency in Microsoft Word and Excel, use of the internet, and basic computer skills sufficient to maintain program records, and budgets, generate publicity materials, and communicate with parents, volunteers, partners, and community.
- Excellent interpersonal, presentation, verbal, and written communication skills.
- Excellent project management, budgeting, planning, and organizational skills.
- Commitment to the mission and core values of Grace Place.
- Possession of a valid Florida driver's license.
- Current first aid and CPR certificates (can obtain within 90 days of employment).
- Willing to submit to Fingerprinting and Background Checks.

### **Additional Information:**

As members of the Grace Place team we all value and support the Grace Place Vision, Mission, Faith Statement, and Organizational Core Values.

**Work Environment:** Position requires working in numerous locations which include varied temperature, noise level, and other factors that may affect a person's working conditions while performing the job.

**Position Type and Expected Working Hours:** Part-time Anticipated working hours of approximately 1:30 – 5:30 Monday to Thursday, 8:30 12:30 Friday, including some evenings and weekends as needed.

**Physical Demands:** Bending, sitting, and standing for long periods of time. May require lifting objects weighing up to 20 lbs. as needed.

**Additional Eligibility Qualifications:** Background check, fingerprinting required.

### **Organizational Competencies:**

The following competencies are organizational in nature in that all Grace Place employees are expected to exhibit these competencies and will be part of the basis for their performance evaluation.

**Work Ethic and Commitment:** Extent to which the employee takes pride in his or her work, and is dedicated and committed to excellence in personal goals and organizational mission. The extent to which a significant volume of quality work is performed efficiently in a specified period of time; the employee is a peak performer with a high energy level.

**Initiative and Problem Solving:** Degree to which employee takes active steps to set and achieve tasks/goals on a timely basis. Is a self-starter and solution-seeker who possesses a sense of urgency and takes action with minimal instruction. Is able to identify issues/problems and possible solutions and is willing to act on the solutions.

**Service Orientation:** Extent to which the employee understands and exhibits behaviors that enhance and improve the experience of various stakeholders: students/families, volunteers, donors/supporters, and community partners. Knows and acts upon what it takes to deliver value. Makes a genuine effort to listen to stakeholders and seeks to understand and resolve needs/issues.

**Judgment and Decision Making:** Ability to arrive at sound decisions in a timely manner with positive results. Understands and utilizes core values of the organization and relevant policies and seeks appropriate guidance when needed.

**Quality, Care, and Dependability:** Extent to which work is accurate, thorough, and neat. Degree of reliability in performing tasks, following instructions, and meeting

deadlines. Employee possesses the ability to produce reliable work without follow-up or inspection.

**Teamwork and Interpersonal Relations:** Extent to which employee is positive and projects a willing-to-please attitude, cooperation, and team spirit. Understands goals of the department, as well as collaboration with other departments, and is willing to accommodate the personnel, tasks, and situations involved in order to accomplish department and organizational goals. Consider employee relationships with other staff, volunteers, students/families, and community partners.

**Communication Skills (oral and written):** Communicates effectively and accurately both orally and in writing with individuals and groups; presents ideas in an organized, clear and concise manner; employs tact and discretion; listens well; offers appropriate feedback. Listens to others. Communicates with a clear message and is open to different perspectives. Ensures that the receiver hears and understands the message.

**Job Knowledge and Technical Skills:** Extent to which the employee possesses the practical and technical knowledge of duties, functions, work safety procedures, policies, and takes responsibility for reviewing and upgrading areas of expertise and development of new skills as needed.

**Planning and Organizing:** Level of effectiveness in planning and organizing daily work. Ability to achieve short- and long-range objectives. Assess organization of work and time management skills.

**Professional Image:** Extent to which the employee projects a professional image through appearance, conduct, and work areas.

#### **Equal Employment Opportunity Statement:**

Grace Place values diversity in the workplace and among our partners and other stakeholders.

It is the policy of Grace Place to provide equal employment opportunities to all qualified employees and applicants on the basis of experience, training, education, and ability to do the available work without regard to race, color, religion, sex, national origin, age, disability, marital status, pregnancy, veteran status, sexual orientation, gender identity, genetic information or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by Grace Place where appropriate.

Employees and applicants shall not be subjected to harassment, intimidation, or any type of retaliation because they have (1) filed a complaint; (2) assisted, or participated in an investigation, compliance review, hearing, or any other activity related to the

administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors and shall be appropriately administered. It is the responsibility of each supervisor at Grace Place to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies could be considered a disciplinary offense.

**Disclaimer:** This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee. Other duties, responsibilities, and activities may change or be assigned at any time with or without notice.