



## **Director, Student Counseling Services & Substance and Violence Education Support Services**

Radford University, a comprehensive public university in Virginia, invites applications for their Director of Student Counseling Services (SCS) and Substance and Violence Education Support Services (SAVES). Reporting to the Associate Vice President for Student Affairs/Dean of Students, the next director will be a visionary leader for SCS and SAVES; two essential departments that provide comprehensive, quality, accessible, state-of-the-art health services and resources to support students. This position is responsible for the leadership and oversight of the design, implementation, and evaluation of SCS and SAVES, and championing a culture of care for more than 7,800 undergraduate and graduate students. The Director will support the staff of SCS and SAVES and maintain a positive employee experience that is aligned with the mission of the Division of Student Affairs.

Radford is seeking a data-informed and strategic mental health leader who will guide the campus in supporting the mental health of Radford's students through intentionally designing services that reflect student needs throughout their college experience. Representing Health and Wellness, the next director will serve on a variety of committees related to student wellbeing and success and will be engaged in all aspects of mental health issues on campus, assuring that SCS and SAVES are responsive and accessible to the Radford student community. An administrative leader and clinical champion, the Director will primarily have management responsibilities and will have the opportunity for a small caseload.

### **Major Responsibilities**

#### Management of prevention and response efforts of SCS related to student mental health (35%)

- Manage and oversee day-to-day functions of SCS
- Compile data to analyze and identify trends, risks, and gaps in the clinical services program
- Provides leadership to a multidisciplinary staff of varied experience and background and supervision as needed
- Manage and is responsible for budget and finances
- Create a positive employee experience that supports staff recruitment, retention, and development
- Develops and implement SCS vision, goals, and objectives
- Develop operating procedures for optimal clinic function
- Liaises on a regular basis with campus leadership and key partners

- Collaborates with all aspects of Health and Wellness to assure collaboration and integrated care for students
- Leads staff meetings and trainings, and coordinates with other staff and associates in providing diverse training opportunities
- Conducts weekly staff meetings and other trainings as appropriate

Management of prevention and response efforts of SAVES related to substance and sexual violence (35%)

- Manage and oversee day-to-day functions of the SAVES office
- Manage and is responsible for budget and finances
- Manage grants and contracts
- Compile data to analyze and identify trends, risks, and gaps in the program
- Analyze and implement best practice solutions aimed at increasing student retention and success

Cross-campus leadership and collaboration (20%)

- Serve on the Risk Advisory Committee, Threat Assessment Team, Retention Working Group, and other committees across campus addressing student retention and success
- Serve on campus, community, and state committees, coalitions, and boards related to alcohol and violence prevention

Consultation, training and referrals (10%)

- Provide training, consultation, and referral to students, faculty and staff in the Radford community on mental health issues
- Provide training, consultation, and referral to students, faculty and staff in the Radford community on alcohol, drugs, and sexual violence related issues
- Other duties as assigned
- Ability to work evenings and weekends as necessary and appropriate

**Required Qualifications**

- Advanced degree in counseling, social work, psychology or related field or equivalent education and experience
- Demonstrated experience in a clinical setting or comparable office/agency
- Experience providing clinical and administrative supervision to multidisciplinary staff at various stages of career development
- Knowledge of mental health issues facing college students
- Demonstrated professional prevention and support experience with substance abuse and sexual violence issues
- Knowledge of Title IX and Campus SAVE Act
- Experience developing, implementing and facilitating training targeted to a specific population and/or topic
- Demonstrated ability to collect and interpret data and use it in strategic planning

- Demonstrated experience in office and budget management
- Ability to communicate effectively with all university and community constituents and stakeholders, including students, parents, faculty, staff, and broader constituents, including the press
- Dedication to protecting confidentiality and meeting all ethical standards associated with the practice of providing clinical services within a university counseling center context

### **Preferred Qualifications**

- Demonstrated experience in a college setting dealing with student mental health issues
- Understanding of Title IX, Campus SAVE Act and implications for work in this area
- Grant writing experience
- 3-5 years progressive experience in a clinical setting
- Ability to collaborate collegially with a multidisciplinary staff, both within SCS and SAVES and throughout the university community
- High-level organizational skills
- Knowledge of developmental trends and concerns of students
- Expertise and awareness of changing trends and practices in mental health, and confidence in researching, identifying, and implementing innovative strategies to meet the needs of students at all levels
- Ongoing pursuit of self-knowledge

### **Education and Experience**

- LPS or LCSW, licensed clinical psychologist or license eligible required
- Counseling and/or clinical experience with the ability to provide clinical services and supervision

### **Application Process**

Radford has partnered with Keeling & Associates (K&A) in this search process. Interested applicants must send a resume, preferably in PDF format, to [recruiting@keelingassociates.com](mailto:recruiting@keelingassociates.com). The subject line of the email should read “Radford – Director of SCS & SAVES.” Confidential inquiries and nominations should be addressed to LeAnna Rice at [lrice@keelingassociates.com](mailto:lrice@keelingassociates.com). A confidential review of applications will begin immediately and will continue until the appointment is made. All materials submitted by April 23, 2025, will be given full consideration.

*Radford University does not discriminate with regard to race, color, sex, sexual orientation, disability, age, veteran status, national origin, religion, or political affiliation in the administration of its educational programs, activities, admission or employment practices. If you are an individual with a disability and desire accommodation in the application process please contact the hiring department.*

*In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Radford University publishes an Annual Security and Fire Safety Report. The report includes the university’s policies, procedures, and programs concerning safety and security, as*

*well as three years' of crime statistics for our campus. As a prospective employee, you are entitled to a copy of this report. The report and statistical data can be found online at [Radford.edu/police](http://Radford.edu/police). You may also request a paper copy of the report from the Radford University Police Department located at 810 East Main Street PO Box 6883, Radford, VA, 24142.*