



Pastoral Counselor/Chaplain Search – Spring 2021

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Berea College (Berea, Kentucky) is searching for a Pastoral Counselor/Chaplain to join the staff of the [Willis D. Weatherford, Jr. Campus Christian Center \(CCC\)](#) and [Counseling Services](#). The licensed Pastoral Counselor/Chaplain will provide one-on-one and group pastoral and clinical counseling to students and share responsibility for the various services and programs offered by the Campus Christian Center and Student Counseling Services. This position will focus on reaching out to students from various religious traditions who are exploring, or are conflicted about, their spiritual journey. The Pastoral Counselor/Chaplain will provide training and education to Student Chaplains as well as be available for short-term pastoral counseling for faculty and staff. The Pastoral Counselor/Chaplain will be expected to serve on emergency on-call rotation, responding to campus and student emergencies on nights and weekends. This position reports directly to the Dean of the Chapel with a dotted line of supervision to the Director of Counseling Services and will have office space in the CCC and Counseling Services.

PRIMARY DUTIES & RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Regular and predictable attendance is essential. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Provide pastoral care and clinical counseling to students, and short-term pastoral care to college staff and faculty, especially with those who prefer to work with a faith-based/spiritual counselor.
- Work with other constituents and colleagues to develop collaborative connections with staff, faculty, and administrative offices, Centers, and programs (such as the Black Cultural Center/Carter G. Woodson Center, the Center for International Education, General Studies, Center for Excellence in Learning through Service, the Center for Transformative Learning, etc.);

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- Serve on committees, councils, and other special task-groups, in consultation with the Dean of the Chapel and Director of Counseling Services;
- Maintain documentation of client files in accordance with professional best practices.
- Assist in providing coverage for after-hours and holiday mental/spiritual health emergencies.
- With appropriate credentials and in consultation with supervisors, the Pastoral Counselor/Chaplain may have the opportunity to teach 1 course a year in area of academic expertise and/or General Studies.
- Other roles/duties as assigned and necessary to assist the College in the attainment of its goals and the enhancement of a positive, respectful learning environment for all students, staff, and faculty.

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MINIMUM REQUIRED QUALIFICATIONS

Required Education

- Masters level clinician, with a Kentucky license to practice without supervision (or Kentucky license eligible within 6 months of hire) including LCSW, LMFT, LMHC, LPCC, etc., who practices theological and spiritual integration in their clinical work.
- Strong preference given to applicants with an advanced theological degree (e.g. M.Div., MAR, MRE, Th.M., D.Min.)

Required Experience

- Five (5) years of counseling experience with young adults, preferably in a college or university setting (two years of experience may come from post-graduate work as a counselor/therapist under supervision as required prior to applying for full licensure to practice independently in the state(s) you currently hold licensure);
- Clinical counseling with a theological foundation;
- Strong clinical and crisis management skills;
- Experience designing and implementing outreach programs and psycho-educational workshops that are sensitive to multiple faiths and cultural differences;
- Ability to work collaboratively and effectively with a wide range of campus constituents.

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Required Special Skills, Knowledge, and Abilities

- Understanding and current knowledge of specific rituals, customs, and demographic trends in various religious/spiritual traditions, including Christian traditions
- Cultural competency in working with students of diverse socio-economic, religious, racial/ethnic, international and LGBTQIA backgrounds,
- Emergency and trauma response skills;
- Ability to work independently and as a supportive and effective team member;
- Familiarity with basic record-keeping and accounting procedures.
- Stamina, energy and self-motivation to work in multiple environments and locations on campus with students, staff, and faculty;

Required Licenses, Certifications, or Registrations

- Valid Driver's License
- Required Background Check
- Valid Kentucky license to independently practice as a mental health therapist or license-eligible to practice in the state of Kentucky within 6 months of employment with the College. Licenses may include LCSW, LMFT, LMHC, LPCC, Psy.D.

Physical Requirements

- Ability to navigate campus/public buildings and grounds quickly
- Normal office environment, some nights and weekend work, participate in on-call rotation
- Ability to travel independently by car and/or plane
- Ability to occasionally lift up to 20 lbs.
- Ability to communicate effectively, both orally and in writing
- Visual acuity is necessary for computer work

Required Environmental Conditions

- Professional office environment with interruptions and noise due to frequent visitors, students, staff and faculty
- Occasional travel required for meetings, conferences, etc.

Required Abilities to Operate the following Vehicles or Equipment

- Standard office equipment: computer, fax, phone, etc.
- Vehicle – college vans/cars

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APPLICATION PROCESS

Applications are being received online using [the Berea College Staff Application](#). Review applications will begin in late March and continue until the position is filled.

Questions about the search process can be directed to Channing Francis, Chair of the Pastoral Counselor/Chaplain Search Committee, at francis.ch@berea.edu.

BENEFITS

More information about benefits can be found on the [Berea College Human Resources website](#).

PROVISIONS

Vacation and sick leave are accrued under the regular College policy for staff employees. To provide time for necessary continued professional development and the updating of practical skills, there is the possibility for an additional 2 weeks paid leave each year. A proposal of study and a budget would be submitted to the Dean of the Chapel and Director of Counseling Service for approval.

- To make your 2 weeks of study/development time most effective, you may apply for funds to cover expenses such as travel, software, seminar costs, etc. in a proposal made to the Dean of the Chapel and Director of Counseling Service;
- It is assumed that up to 6 days for one or two professional conferences taken by you as a Pastoral Counselor/Chaplain each year and as approved by the Dean of the Chapel will not count toward your 10 days of study/development. This study/development time is to be used to enhance your Pastoral Counseling skills and extended duties;
- It is understood that all conferences, study leave, and vacation days must be approved ahead of time by the Dean of the Chapel and Director of Counseling Service;
- You will also have the usual holidays when all offices on campus are closed.

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ABOUT BEREA COLLEGE

Berea College achieved national distinction as the first coeducational and interracial college in the South. With an emphasis on service to the people of Appalachia and beyond, Berea enrolls 1,600 students from 40 states and 70 countries. The College has a long-standing commitment to interracial education; here, people of different races seek to learn from and about each other, while also living together. Berea is among the most racially diverse private liberal arts colleges in the United States. It admits only students whose families are unable to afford the high cost of tuition and awards each of them a Tuition Promise Scholarship, meaning no student ever pays tuition. Berea's students excel in the College's supportive but demanding academic environment, and many are the first in their families to graduate from college. The College is one of nine federally recognized Work Colleges, and all students hold a position in which they work 10-12 hours per week. Washington Monthly Magazine has consistently ranked Berea in the top 3 of Liberal Arts Colleges for its success in educating and graduating academically talented, low-income students who become service-oriented leaders in their professions and communities; in 2016 and 2017, the magazine ranked it number 1.

Located where the Bluegrass Region meets the Cumberland Mountains, the town of Berea (pop. 15,000) lies forty miles south of Lexington and is approximately two hours from Cincinnati, Louisville, and Knoxville. More information about Berea College is available at www.berea.edu.

Berea College, in light of its mission in the tradition of impartial love and social equality, welcomes all people of the earth to learn and work here. Berea College is an Equal Opportunity Employer that recruits and hires qualified candidates without regard to race, religion, sex, sexual orientation, age, national origin, ancestry, citizenship, disability, or veteran status.