



Interpersonal Violence Counselor - LGBTQIA+ Focus

Posting Details

Posting Detail Information

Working Title	Interpersonal Violence Counselor - LGBTQIA+ Focus
Position Location	Fort Collins, CO
Work Location	Position is fully in-office/in-person
Research Professional Position	No
Posting Number	202500312AP
Position Type	Admin Professional/ Research Professional
Classification Title	Prof/Indiv Contrib II
Number of Vacancies	
Work Hours/Week	40
Proposed Annual Salary Range	\$63,000-\$83,661; Salary is commensurate with experience and qualifications.
Employee Benefits	Colorado State University is not just a workplace; it's a thriving community that's transforming lives and improving the human condition through world-class teaching, research, and service. With a robust benefits package, collaborative atmosphere, and focus on work-life balance, CSU is where you can thrive, grow, and make a lasting impact.

- [Review our detailed benefits information here.](#)
- [Explore the additional perks of working at CSU here.](#)
- [For the total value of CSU benefits in addition to wages, use our compensation calculator.](#)
- [Lastly, click here for more information about why Fort Collins is consistently ranked in the top cities to live in!](#)

Desired Start Date

Position End Date (if temporary)

To ensure full consideration, applications must be received by 11:59pm (MT) on

03/23/2025

Description of Work Unit

Counseling Services

Counseling Services at the CSU Health Network provides clinical services, outreach and consultation and training services. Our professional staff includes licensed psychologists, licensed clinical social workers, and licensed professional counselors, as well as graduate student staff from each of these disciplines. Our staff provides high quality mental health and substance use services that are easily accessible and support student success. We are dedicated to affirming respect, compassion, and acceptance for all, and we celebrate diversity with regard to all backgrounds and identities. Counseling Services supports the education and prevention mission of the CSU Health Network through presentations and training on mental health topics. Through outreach and consultation, we create collaborative relationships with offices serving students typically underrepresented in higher education and mental health services. Our training program provides post degree fellowship, internship, and practicum training to graduate students in psychology, social

work, counseling, and student affairs. We recognize the importance of quality supervision and training in the education of future mental health professionals. For more information about CSU Health Network and Counseling Services, go to: <http://health.colostate.edu/services/counseling-services/>.

Survivor Advocacy and Feminist Education Center

Survivor Advocacy and Feminist Education Center (SAFE) provides educational programs and resources focusing on all genders, social justice, and interpersonal violence advocacy and prevention. Additionally, SAFE provides confidential victim advocacy to survivors of interpersonal violence (sexual violence, sexual harassment, dating and domestic violence, and stalking). Our purpose is to support survivors, provide a safe and affirming space for the students we serve at Colorado State University, and work toward systemic change to end all forms of oppression within our community.

Pride Resource Center

The Pride Resource Center is one of seven cultural and resource centers within the Office for Inclusive Excellence, which also includes the Asian Pacific American Cultural Center, Black/African American Cultural Center, El Centro, Native American Cultural Center, Student Disability Center, and Women and Gender Advocacy Center. The Pride Resource Center provides programs and services to support the retention and thriving of LGBTQIA+ students at CSU. The Pride Resource Center also provides resources for all community members to embrace and expand their understanding of sexual and romantic orientations and gender identity and expression through engaging the campus in critical learning and action towards the liberation of our wider LGBTQIA+ community, particularly for those who face oppression based on other intersecting identities.

CSU Health Network

The CSU Health Network (CSUHN) at Colorado State University provides a full range of cost-effective mental health and primary care medical services on campus, referral for community specialty care, and comprehensive health education and prevention services programming. Services such as physical therapy, dentistry, and optometry are available. The CSU Health Network is active in creating a healthy campus environment to support learning and success. For more information about the CSU Health Network at Colorado State University, see <https://health.colostate.edu/>.

Why work at Colorado State University?

CSU was recently ranked first among Colorado-based educational employers and fifth among all in-state employers in Forbes magazine's "America's Best Employers by State!"

We are looking to add individuals to our team who have the following characteristics:

- Confidence – they expect success in what they do
- Compassion – they have genuine care and concern for others
- Commitment to Inclusive Excellence – they engage principles of diversity, equity, inclusion, and justice in all they do, valuing a supportive community where everyone's contributions are valued, and all voices are heard
- Empowerment – they use their knowledge and skills to adjust, change, and improve daily tasks/work for themselves and others
- Integrity – they are honest, and others trust them
- Responsibility – they take ownership of decisions and actions

Our Investment in You

Colorado State University (CSU) is committed to providing employees with a strong and competitive benefits and well-being package that supports you, your health, and your family.

These CSU resources help with many aspects of your life – financial, physical, emotional, family, workplace wellness. These resources are part of our investment in you.

Employees are benefits eligible when working a minimum of 20 hours per week; *benefits outlined below reflect full-time status of 40 hours per week; some benefits would be prorated for part-time status.*

- Inclusive leave programs and benefit options including:
- Generous amount of paid time off to include 24 vacation days, 15 sick days, 11 paid holidays, annually
- Comprehensive and affordable benefits programs and services including Medical, Dental, Vision, Life, Disability, Parental Leave, work/life resources, and more
- Substantial employer match between 10% – 21% depending on retirement program
- Robust Employee Assistance Program (EAP) and Well-Being Hub for your overall well-being
- Discounted staff memberships in campus recreation center
- FREE college credit courses (up to 9-semester credits per year) through the Employee Study Privilege program

- Up to 50% resident, regular on-campus tuition for eligible family members through the Tuition Scholarship Program
- FREE employee growth opportunity through CSU Talent development
- After-school programs and summer camps for kids
- Community Discounts
- FREE MAX transit use with CSU identification

For more detail about these and other Health and Welfare benefits and Commitment to Campus programs, visit our CSU Well-Being Hub at <https://hr.colostate.edu/well-being-hub/> and our Benefits programs for Administrative Professional employees: <https://hr.colostate.edu/current-employees/benefits/afap/>.

Retirement Programs

While employees of CSU do not contribute to Social Security, the University and the state of Colorado offer competitive retirement plans. As a condition of employment and required by Colorado law, employees are required to participate in either the University's Defined Contribution Plan (DCP) or the Public Employee's Retirement Plan (PERA) of Colorado. Each plan offers a generous employer match between 10% – 21%. For more information, visit: <https://hr.colostate.edu/prospective-employees/our-perks/>.

Top Public Research University

Colorado State University is one of the nation's top public research universities and an institution on the rise. In the last decade, CSU has:

- Produced record enrollment
- Built on all-time highs in student diversity and student success
- Seen record fundraising far outpacing ambitious goals
- Delivered groundbreaking research driven by a highly productive faculty
- Revitalized campus through a transformational building campaign
- Shaped an unrivaled learning environment where nine of 10 recent graduates say they would choose CSU again and rate their education as excellent

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Campus Culture and Principles of Community

Colorado State University has a campus culture that is driven by a desire always to do better and a vision to be the best place to learn, work, and discover. Our Principles of Community – Inclusion, Integrity, Respect, Service, and Social Justice – reflect our core values and support CSU's mission and vision of access, research, teaching, service, and engagement. Each member of our community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the University.

Tobacco and Smoke-Free

Colorado State University is a tobacco and smoke-free campus. For the health of our university community, the use of smoking, vaping or tobacco products is prohibited on CSU grounds or in buildings.

Live in Fort Collins

Fort Collins, which has been home to CSU since the University's inception in 1870, is a vibrant, friendly city of 161,000 tucked against the foothills of the Rocky Mountains in Northern Colorado, just 60 miles from Denver. The city boasts a lively arts and cultural scene, shopping in historic Old Town, a strong economy, and is a haven for outdoor enthusiasts. With more than 200 miles of bike paths and trails, easy access to the scenic Poudre River and majestic Rocky Mountain National Park, and within easy driving distance of Colorado's iconic ski areas, it is a year-round paradise. Boasting a mild climate, thriving high-tech industry, and some of the best microbreweries in the world, it's no wonder Fort Collins annually ranks among the most livable small cities in the United States.

The Interpersonal Violence Counselor (LGBTQIA+ Focus) provides mental health services for Colorado State University students. Responsibilities include providing clinical services to students, primarily survivors sexual violence, sexual harassment, dating and domestic violence, and stalking; as well as providing outreach programming and support for the Pride Resource Center. This position is a CSU Health Network Counseling Services clinician embedded in the Survivor Advocacy and Feminist Education Center (SAFE), working in close collaboration with the Pride Resource Center. This position also provides supervision and training within Counseling Services. This position reports directly to the Assistant Director of Outreach and Embedded Services in Counseling Services.

Position Summary

Required Job Qualifications

Education/Licensure

- Completed master's degree in counseling, social work, psychology or closely related field, with two or more years of full-time employment as a counselor or related position in a mental

health field

- Currently licensed as a psychologist, clinical social worker (LCSW), professional counselor (LPC), or marriage and family therapist (LMFT); OR license eligible in the State of Colorado, or fully licensed within 90 days of start date, if transferring license from another state

Experience

- Minimum of two years post master's degree experience providing clinical services
- Demonstrated experience working with survivors of sexual violence, sexual harassment, dating and domestic violence, and stalking
- Demonstrated experience working with people who identify as LGBTQIA+ and an ability to understand and articulate interpersonal violence considerations for people of diverse sexual, romantic, and gender identities
- Demonstrated understanding and direct experience working with and supporting diverse populations, including clients with diverse religious/spiritual beliefs; racial, ethnic, class, and cultural backgrounds; and diverse sexual and romantic orientations and gender identities
- Demonstrated experience supporting clients through personal identity development as it relates to sexual and romantic orientations and gender identity and expression
- Demonstrated understanding and ability to articulate issues impacting LGBTQIA+ students from a social justice perspective that includes the intersections of race, class, ability, religion, and other aspects of identity
- Demonstrated understanding of dynamics of identity related to sexuality and gender as it connects to interpersonal violence and wellbeing

Preferred Job Qualifications

Experience

- Experience providing clinical/counseling services directly to LGBTQIA+ survivors of interpersonal violence
- Experience providing mental health counseling to individuals
- Experience facilitating therapy groups
- Experience providing outreach and consultation
- Experience providing counseling services to college students
- Experience working with crisis intervention via electronic modes of communication: telephone, text, videoconferencing, and etc.
- Specific training and experience in one or more trauma treatment modalities (i.e. Cognitive Processing Therapy, Prolonged Exposure, Eye Movement Desensitization and Reprocessing, or other trauma treatment modalities)
- Experience with Student Affairs, higher education operations, and Title IX
- Experience navigating multiple systems with integrity and ethics

Knowledge, Skills, Abilities, and other Characteristics

- Demonstrated commitment to social justice advocacy at individual, group, and/or community level
- Effective listening, interpersonal, verbal, and written communication skills
- Demonstrated experience with educational/programmatic training and/or prevention education programming, preferably in a University setting
- Ability to analyze policies, programs, and initiatives to make recommendations for quality improvement
- A personal or professional commitment to diversity, equity, and inclusion through active planning and purposeful effort

Essential Duties

Job Duty Category

Direct Service

Duty/Responsibility

- Provide counseling services to survivors of interpersonal violence seeking support through the Pride Resource Center, SAFE, and Counseling Services (approximately 20 hours/week of direct clinical service)
- Intake assessments with students seeking counseling services
- Act as a member of the SAFE Victim Advocacy Team (VAT) and provide mental health consultation related to student cases
- Individual and group counseling/psychotherapy with students
- Provide clinical supervision and training with students, staff, and faculty
- Respond to campus mental health crises as related to interpersonal violence the Pride Resource Center and SAFE
- Other responsibilities as assigned

Percentage Of Time	70%
Job Duty Category	Administrative Responsibilities
Duty/Responsibility	<ul style="list-style-type: none"> • Attend Pride Resource Center and/or SAFE meetings as appropriate • Participate in Pride Resource Center and/or SAFE workshops • Maintain accurate and timely documentation for all clinical interactions and consultations • Follow policies and procedures consistent with state mental health statutes, ethical guidelines, best practices, and HIPAA • Attend Counseling Services staff meetings • Serve on agency and CSU committees when consistent with the needs of Counseling Services, Pride Resource Center, and SAFE • Other responsibilities as assigned
Percentage Of Time	30%
Application Details	
Special Instructions to Applicants	<p>CSU is committed to full inclusion of qualified individuals. Applicants needing assistance to submit application materials may contact Maddie Ramsey at Maddie.Ramsey@colostate.edu.</p> <p>Complete applications must include:</p> <ul style="list-style-type: none"> • Cover letter addressing Required Job Qualifications, Preferred Job Qualifications and Essential Job Duties • Resume <p>For full consideration, complete applications must be received by 11:59 pm Mountain Time on Sunday, March 23, 2025.</p> <p>References will not be contacted without prior notification of candidates.</p> <p>Application materials will be held in confidence by the Search Committee through semi-finalist interviews. Confidentiality of application materials detaches at the point where a candidate accepts participation in a finalist interview. At that time, redacted application materials are shared with campus stakeholders when invited to participate and give feedback to the Search Committee.</p>
Conditions of Employment	<p>Pre-employment Criminal Background Check (required for new hires), Special Requirements/Other - Health Network follows CDC guidelines for Employee Health in a healthcare setting, including proof of vaccinations. Employees must show proof of compliance/willingness to comply by start date.</p>
Search Contact	Maddie Ramsey, Maddie.Ramsey@colostate.edu
EEO	<p>Colorado State University (CSU) provides equal employment opportunities to all applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.</p>
Background Check Policy Statement	<p>Colorado State University strives to provide a safe study, work, and living environment for its faculty, staff, volunteers and students. To support this environment and comply with applicable laws and regulations, CSU conducts background checks for the finalist before a final offer. The type of background check conducted varies by position and can include, but is not limited to, criminal history, sex offender registry, motor vehicle history, financial history, and/or education verification. Background checks will also be conducted when required by law or contract and when, in the discretion of the University, it is reasonable and prudent to do so.</p>

Supplemental Questions

Required fields are indicated with an asterisk (*).

1. * Have you completed a master's degree in counseling, social work, psychology or closely related field AND have two or more years full-time employment as a counselor or related position in a mental health field?
 - Yes
 - No
2. * Are you currently licensed as a psychologist, clinical social worker, professional counselor, or marriage and family therapist; OR license eligible in the State of Colorado, or fully licensed within 90 days of start date, if transferring license from another state?
 - Yes

- No
 - 3. * Do you have a minimum of two years post master's degree experience providing clinical services?
 - Yes
 - No
 - 4. * Do you have demonstrated experience working with survivors of sexual violence, sexual harassment, dating and domestic violence, and stalking?
 - Yes
 - No
 - 5. * Do you have demonstrated experience working with people who identify as LGBTQIA+ and an ability to understand and articulate interpersonal violence considerations for people of diverse sexual, romantic, and gender identities?
 - Yes
 - No
 - 6. * Do you have demonstrated understanding and direct experience working with and supporting diverse populations, including clients with diverse religious/spiritual beliefs; racial, ethnic, class, and cultural backgrounds; and diverse sexual and romantic orientations and gender identities?
 - Yes
 - No
 - 7. * Do you have demonstrated experience supporting clients through personal identity development as it relates to sexual and romantic orientations and gender identity and expression?
 - Yes
 - No
 - 8. * Do you have demonstrated understanding and ability to articulate issues impacting LGBTQIA+ students from a social justice perspective that includes the intersections of race, class, ability, religion, and other aspects of identity?
 - Yes
 - No
 - 9. * Do you have demonstrated understanding of dynamics of identity related to sexuality and gender as it connects to interpersonal violence and wellbeing?
 - Yes
 - No
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Applicant Documents

Required Documents

1. Cover Letter
2. Resume

Optional Documents

None

References Requested

References Requested

Minimum Requested	3
Maximum Requested	3