

## **Director of Scholar Success (Social Worker)**

### **ABOUT SCHOLARSHIP PLUS**

[Scholarship Plus](#) is a college success program that supports New York City students from low-income households through the full journey of college with a **four-year scholarship, plus a community** that opens opportunities for life.

In addition to a scholarship, Scholarship Plus offers individualized advising, and career readiness throughout college so that scholars graduate debt-free and on time.

We maintained a 100% college graduation rate over thirteen years. Our mission is for students to THRIVE while they are in college alongside privileged peers. [Every student](#) needs something different, and we meet them where they are.

### **ABOUT THE POSITION**

We are seeking a full-time social worker with a deep understanding of the special challenges **first-generation-to-college students from underserved communities** may face. The Director of Scholar Success will have experience directly supporting “first-gen” college students, as well as a familiarity with the U.S. higher education landscape and college success. They will support scholars in making academic progress toward their degree. This is a pivotal piece of scholar success, and personal circumstances are inevitably entwined with this. The Director will have familiarity with campus resources and be comfortable advocating for students directly and teaching students tools to self-advocate.

We are looking for someone who enjoys applying an **empowerment approach** to their advising and program development. This role engages in short-term, goal-oriented counseling, offers comprehensive **college guidance** to each scholar, and provides **mental health and wellness support** referrals as necessary. We rely on social work expertise to manage student crises, create systems with equity in mind, and connect scholars to external social services. These are critical parts of helping scholars thrive beyond college.

Scholarship Plus seeks someone who is excited about a sense of ownership in the development of a growing program and this role. We are a small team (currently four FT staff), and so we all feel ownership of our projects, but also roll up our sleeves to get jobs done and support each other. The Director will be enthusiastic about enhancing Scholarship Plus’ program delivery, including creating new initiatives and support

methods. Our new team member must be **open-minded and committed to equity work** to ensure inclusive program delivery.

**This position is NYC-based.** While work will be remote for the foreseeable future, the expectation is to work at least a couple of days a week in a NYC office (likely in Manhattan or Brooklyn). There are in-person events a few times a year that will also be NYC-based (environmental factors are always closely monitored).

## **RESPONSIBILITIES**

- Provide comprehensive, trauma-informed case management services to scholars including regular check-ins for at least two cohorts (40 students). Check-ins would be conducted via texting (via GradSnapp software), video chat and/or in-person in NYC.
- Maintain high quality documentation, such as casenotes and student updates, as well as assess academic, financial and situational risk in our case management software (GradSnapp)
- Support scholars' growth through individual goal-setting at the start of each semester
- Engage colleges, city resources, and social systems to holistically support students
- Manage student crises and make referrals to external resources when necessary
- Support the full Scholarship Plus program (currently 70 students in college and 62 alumni) through workshops, social-emotional support, and events
- Facilitate 2-3 annual trainings for mentors about building effective youth-adult partnerships, mentoring best practices, and youth development frameworks
- Lead implementation of College Transition Day for first year students and Alumni Transition Day for college seniors
- Coordinate monthly student affinity groups and provide trainings and supervision for group facilitators
- Serve as coordinator and advisor for Scholar and Alumni Advisory Council
- In partnership with Senior Director, coordinate and lead a virtual 5-week Summer Masterclass Series for 20 scholars about professional development with built-in community building
- Co-lead in-person student excursions in the summer, as well as other annual events (June Awards Night, Summer Gathering, January Winter Gathering) and very occasional evenings (meetings or outings)
- Design and lead workshops for students that focus on topics that support preparation for college, mental wellness, and academic success
- Create systems, policies and protocols that ensure scholars success and engagement
- Assist staff in communicating student updates for reports, grants, and proposals

- Participate in scholar recruitment, information session facilitation, and scholar selection processes (including using SmarterSelect software)
- Work independently and efficiently when remote, and be responsive to team members within work hours

## **QUALIFICATIONS**

- A genuine passion for Scholarship Plus' mission
- A strong commitment to youth development, social justice, and anti-racist practice
- Licensed Social Worker (LMSW or LCSW) in New York State
- Preference will be given to candidates with a minimum of three years post-MSW work experience
- Preference will be given to candidates who understand mental health diagnosis
- Experience working with first-generation-to-college students from underserved communities is required
- Experience counseling youth in NYC
- Preference will be given to candidates who have knowledge of local, regional, and national higher education systems
- Value building personal connections and writing individualized correspondence
- Strong administrative skills and competence with technology (Zoom, databases, Canva, Google Workspace)
- Excellent written and verbal communication skills
- Strong time management and organization skills
- Enjoy to work independently and on a team
- Interest to work in a non-traditional social work setting because this position does not help earn hours for clinical licensure or provide clinical supervision
- Flexibility and desire to work as part of a growing organization

## **SCHOLARSHIP PLUS OFFERS/BENEFITS**

- Competitive full time salary based on experience (Annual Salary Range: \$75,000-\$85,000)
- Excellent benefits package including comprehensive health, dental and life insurance, four weeks paid vacation, paid sick time, professional development stipend for CEUs, TransitChek, Flexible Spending Account plans for health and dependent care, and a 401(k) retirement plan with up to 10% employer match
- Opportunity to work with a small but mighty organization committed to community development and becoming a racially equitable youth empowerment in New York City



[Scholarship Plus](#) is an equal opportunity employer, and our goal is to become an increasingly diverse team that is representative of the scholars we serve. **Scholarship Plus encourages applications from all individuals from underrepresented groups.**

We are hoping to fill this position as soon as possible. Please apply right away.

**To apply, please email your resume and a brief cover letter to [careers@scholarshipplus.org](mailto:careers@scholarshipplus.org) with "Director of Scholar Success" in the subject line.**

*Please include your preferred gender pronouns and include how you learned about this role.*