

Director of Scholar Success (Social Worker)

ABOUT SCHOLARSHIP PLUS

Scholarship Plus is a college success program that supports NYC high school graduates who are bright, low-income, and often first-generation-to-college with a four-year scholarship, individualized advising, and career readiness throughout college so they graduate *debt-free* and on time. We have maintained a 100% college graduation rate over ten years.

Our mission is for students to THRIVE while they are in college alongside privileged peers and graduate debt-free. 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 College Success will have experience supporting “first-gen” college students directly, 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 is a pivotal piece of scholar success, and personal circumstances are inevitably entwined with this. The Director will ideally 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 **counseling** and **curriculum/program development**. This role engages in short-term, goal-oriented counseling, offers comprehensive **college guidance** to each scholar, and provides deeper clinical support when necessary. We rely on social work expertise to address red flag moments, and build up students to thrive on their college journeys. This is a critical part of maintaining our **100% college graduation rate**.

Scholarship Plus seeks someone who is excited about a sense of ownership in the development of a **growing program** and this new role; we are a small team (currently 2 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, committed to equity work, and reflective on language** to ensure inclusive program delivery.

This position is NYC-based. While work will be remote for the foreseeable future, the expectation is to work in a NYC office (likely Manhattan or Brooklyn) post-pandemic.

RESPONSIBILITIES

- Provide comprehensive, clinically-informed case management services to scholars including regular check-ins for at least two cohorts (currently 28 students), with some contact or accessibility to the full Scholarship Plus program (currently 53 students in college). Check-ins would be conducted via texting (via GradSnapp), video chat, or in-person in NYC.
- Administer risk and need assessment tool in student database (GradSnapp)—this includes academic, financial and situational Student Risk Indicators (SRI)
- Work independently and efficiently when remote, and highly responsive to team members within agreed-upon hours
- Manage student crises and make referrals to other supports when necessary
- Support scholars' personal growth through individual goal-setting at the start of each semester
- Engage schools and other systems in supporting students
- In partnership with Senior Director, coordinate and lead in-person (*to be confirmed*) Summer Program and attend all weekly summer events (over course of ~6 weeks), as well as other annual events (June Awards Night, August Summer Gathering, January Winter Gathering)
- Design and lead workshops for students that focus on topics that support preparation for college, mental wellness, and academic success
- Participate in Social-Emotional Learning evaluation process with scholars and staff each semester
- Assist staff in communicating student updates for reports and proposals
- Manage our case management software (GradSnapp) with student updates and resources
- Participate in scholar recruitment and selection process (including using SmarterSelect software)

QUALIFICATIONS

- A genuine passion for and commitment to Scholarship Plus' mission
- A strong commitment to youth development, social justice, and anti-racist practice
- Registration as a Licensed Master Social Worker (LMSW/LCSW) in New York State
- Minimum three years post-graduate (LMSW) work experience
- Experience working with first-generation-to-college students from underserved communities
- Preference will be given to candidates who have experience counseling youth in NYC and who have knowledge of local, regional, and national higher education systems
- Value personal connections and individualized correspondence
- Strong administrative skills and competence with technology
- Excellent written and verbal communication skills
- Strong time management and organization skills
- Ability to work independently and on a team
- Willingness to work in a non-traditional clinical setting
- Flexibility and desire to work as part of a growing organization

SCHOLARSHIP PLUS OFFERS/BENEFITS

- Full-time salaried position (\$70,000 annual)
- Excellent benefits package including comprehensive health, dental and life insurance, four weeks paid vacation, paid sick time, TransitChek, Flexible Spending Account plans for health and dependent care, and a 401(k) retirement plan with up to a 10% employer match
- Opportunity to work with a small but mighty organization committed to community development and racially equitable youth empowerment in New York City

Scholarship Plus is an equal opportunity employer, and it is our goal is to be a diverse team that is representative, at all job levels, of the scholars we serve. **Scholarship Plus encourages applications from all individuals who are underrepresented.**

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 with "Director of Scholar Success" in the subject line. Please include your preferred gender pronouns and include how you learned about this role.