



## **JOB OPENINGS**

***Concord Counseling Services welcomes all to apply!  
We offer comparable salary and benefits. We have high employee satisfaction!***

***If you are ready to serve with your **heart**, apply now!*** 

<b>Director of Human Resources – Full-time</b>
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Concord Counseling Services is seeking a dynamic Director of Human Resources to lead the HR department and promote a positive work environment within the agency. The Director of Human Resources is responsible for providing leadership over all HR functions and is the Corporate Compliance Officer for the agency. The HR Director must have the capacity to influence, lead, and motivate individuals and teams in order to drive better performance and business outcomes. This team member must also be business savvy and have the ability to think critically, analyze data, and solve problems. The Director of Human Resources must have the ability to communicate in a professional manner in order to build trust and confidence in the HR Team. The Director of Human Resources is a member of the Executive and Leadership teams and is expected to provide coaching and guidance on various issues that impact the agency. The Director of Human Resources must be in alignment with and support Concord mission, core values, and philosophy.

### **Key Responsibilities:**

- Develop and implement HR strategies, policies, and programs to support organizational goals and objectives
- Oversee the full employee lifecycle, from recruitment and onboarding to performance management and offboarding
- Manage and lead a team of HR professionals, providing guidance, coaching, and support to ensure optimal performance
- Collaborate with leadership to identify talent gaps and develop plans for attracting, developing, and retaining top talent
- Ensure compliance with all applicable employment laws and regulations, maintain knowledge of current HR trends and best practices, and informs all staff of key employment law changes
- Administer and enhance HR systems, processes, and procedures to streamline operations and improve employee experience
- Provide expert advice and guidance on HR matters, including employee relations, compensation and benefits, DEI, and training and development
- Partner with managers and employees to resolve complex HR issues, and promote a positive and inclusive work environment
- Oversee employee performance management programs
- Collaborate with finance to develop and manage the HR budget, compensation structure, utilization of resources, credentialing of clinical staff, and partnering on accurate payroll processing

**Concord is an Equal Opportunity Employer. Our core values are inclusion, teamwork, commitment and integrity. Concord welcomes all to apply!**

**Qualifications & Skills:**

- Minimum Bachelor's degree in Human Resources Management or related business field with minimum 10 years' experience
- Certification such as PHR or SPHR or other HR certification is a plus
- Strong leadership and people management skills, with the ability to inspire and motivate a team
- Exceptional interpersonal, and written/verbal communication skills, with the ability to build positive relationships at all levels of the organization
- Proven experience developing and implementing HR strategies, policies, and programs
- Strong experience in managing complex employee relations issues and make sound decisions in complex and sensitive staff situations
- Strong ability to think critically, analyze data, and problem-solve
- Experience in strategic planning and execution
- Exceptional communication and interpersonal skills
- Proven ability to drive change and manage transformation projects
- Experience with organizational development and performance management
- Extensive knowledge of employment laws and regulations, and experience ensuring compliance in a diverse workforce
- Proficient in HRIS systems, MS Office, and other HR-related software

**Benefits Highlights:**

- Competitive Salary
- Generous Paid Time off & Holidays
- Medical, Dental, Vision, Group Life, Accident Insurance Coverage
- Student Loan Repayment Program

**Interested external candidates should click to : [APPLY NOW!](#)**

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## Case Manager – Full-time

**Concord Counseling Services is seeking; awesome people who love helping others, become their best selves!**

Case Managers provide services to individuals with severe mental illnesses, all while getting to know your community, being a key player in the lives of others, being a part of a team that takes care of each other, helping individuals with mental health issues increase their independence, and collaborating with providers. We are seeking people with 1 - 3 years of experience, who are ready to serve with their heart!

This is a full-time position and job requirements include, but are not limited to:

- Assisting clients to achieve an increased level of independence within the community
- Resource management, symptom monitoring, advocacy with medical providers, and a wide range of supportive activities
- Planning and monitoring client outcome goals
- Minimum Associates Degree in Social Work or a related field required
- Must have a valid driver's license, a reliable vehicle, maintain a good driving record and can provide safe transportation
- Concord offers an excellent work environment, flexible work schedules and comparable pay based on experience and licensure

**Benefit Highlights:**

- Increased Pay Ranges
- Supportive/Flexible work environment with high employee satisfaction rates
- Generous Paid Time off & Holidays
- Medical, Dental and Vision, Group Life, FSA, HSA, and 401K plan
- Student Loan Repayment Program
- Free supervision toward independent license
- Free CEU's

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### **Social Worker, Housing Specialist – Full-time**

**Concord Counseling Services** is seeking a Housing Specialist (Service Coordinator) to assist individuals with mental health and/or drug/alcohol issues who have experienced homelessness and now live in supportive housing. As a Service Coordinator, you will have the opportunity to build a community of neighbors and introduce folks to fun/sober activities around the city.

Job duties/requirements include, but are not limited to:

- Engaging tenants with activities and education both within the housing program and the outside community.
- Supporting the recovery process for each assigned tenant
- Assisting tenants with identifying and addressing barriers to success and to develop coping skills to live independently and as part of a community
- Providing limited case management services
- Minimum Associates Degree in Social Work or a related field is required
- Licensed Social Worker (LSW) or Licensed Professional Counselor (LPC) preferred
- Excellent communication and interpersonal skills and computer literacy are essential

#### **Benefit Highlights:**

- Increased Pay Ranges
- Supportive/Flexible work environment with high employee satisfaction rates
- Generous Paid Time off & Holidays
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- Free supervision toward independent license
- Free CEU's

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### **Senior Support Transportation Assistant – part-time 12 hours per week**

Concord Counseling Services, is seeking a caring individual to provide supportive services to seniors 60 and older who live in or near the Westerville and New Albany areas. ***This is a senior-to-senior peer program.*** The job responsibilities include: transportation to the doctor, grocery store, bank, etc. The overall goal of the Senior Support Transportation Assistant is to provide transportation to assist the older individuals in maintaining a safe level of independence.

Candidates must have a valid driver's license, a good driving record, and have a personal vehicle that is easily accessible to transport seniors. Candidates will need to track mileage and use a smart phone or a navigation system. Candidates must have the ability to physically support or assist clients who may use assistive devices such as walkers, canes, etc. High school education or higher is required.

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## **School Prevention Clinician 10-month positions**

**Concord Counseling Services** is seeking candidates for **School-Based Prevention Clinician** positions to provide mental health and/or substance use prevention services to **elementary, middle, and/or high school students**.

Duties include, but are not limited to: individual and group skill-building, crisis intervention/risk assessments, de-escalation, classroom lessons, linking families with community resources, and collaborating with school staff and administrators. These are **10-month** positions that align with the school year.

### **Requirements:**

- Must have a Bachelor's in Social Work (BSW) OR a Master's Degree in Social Work, Counseling, or Marriage and Family Therapy (Master's preferred)
- Must hold an active Ohio Social Work, Professional Counselor, or Marriage and Family Therapist License (LISW, LPCC, IMFT preferred; LSW, LPC, or MFT with experience).
- Must have clinical mental health experience working with school-aged children/teens. Experience working in schools is preferred, but not required. Experience working as a school social worker or school counselor a plus.
- Experience with Microsoft Office including Outlook, Word and Excel, Google Suites and working with Electronic Medical Records is preferred.
- Must be a self-starter, be able to exhibit flexibility, work independently as well as part of a team, have excellent time-management, organization, communication, and interpersonal skills, and be able to work in a fast-paced environment.

### **Perks:**

- Free supervision toward independent license for LSW and LPC staff
- Free CEUs
- Work during school hours
- You may qualify for tuition assistance and/or scholarships toward MSW degree
- You may be eligible for a Welcome Back to the Behavioral Health Workforce bonus
- Student loan repayment & reimbursement program
- Supportive/flexible and inclusive work environment with high employee satisfaction rates
- Generous paid time-off & holidays
- Medical, Dental and Vision, Group Life, FSA, HSA, and 401K plan

If you are looking for a rewarding job and an opportunity to truly make a difference, **APPLY NOW!** **Concord values commitment, inclusivity, integrity, and teamwork.** We have a caring and compassionate team of school-based staff who are passionate about helping students and families as well as educating schools on the importance of mental health and substance use awareness.

**Interested candidates should click to : [APPLY NOW!](#)**

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## **School Prevention Specialist 10-month position**

**Concord Counseling Services** is seeking candidates for **School-Based Prevention Specialist** positions to provide mental health and substance use prevention education to **elementary school students** through whole classroom lessons, small groups, and parent/staff workshops. These are **10-month** positions that align with the school year.

### **Requirements:**

- Must hold a bachelors or master's degree in education, social work, school counseling, or a related degree.
- Will need to have or be willing to obtain prevention certification through the Chemical Dependency Professionals Board (RA, OCPSA, OPCS, OCPC) upon hire. If not certified, Concord will assist in the certification process.
- Must have experience working in schools or with children in an education and/or mental health capacity. Experience working as a school social worker or school counselor a plus.
- Experience with providing mental health and/or substance use disorder education a plus.
- Experience with Microsoft Office including Outlook, Word and Excel, Google Suites and working with Electronic Medical Records is preferred.
- Must be a self-starter, be able to exhibit flexibility, work independently as well as part of a team, have excellent time-management, organization, communication, and interpersonal skills, and be able to work in a fast-paced environment.

### **Perks:**

- Free supervision toward independent license for LSW and LPC staff
- Free CEUs
- Work during school hours
- You may qualify for tuition assistance and/or scholarships toward BSW/MSW degree
- Student loan repayment & reimbursement program
- Supportive/flexible and inclusive work environment with high employee satisfaction rates
- Generous paid time-off & holidays
- Medical, Dental and Vision, Group Life, FSA, HSA, and 401K plan

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## School-Based Therapist 12-month position

**Concord Counseling Services** is seeking candidates for a **School-Based Therapist** position to provide diagnostic evaluations and mental health therapy to students in the **Gahanna-Jefferson school district**. Our school-based therapists work collaboratively with students, families, teachers, school staff, and other Concord district service providers. Services are provided primarily in the school buildings during the school day, but may also be provided at a Concord office, virtually, or in the home/community as needed. This is a **12-month** position.

### Requirements:

- Must have a Master's Degree in Social Work, Counseling, or Marriage and Family Therapy
- Must hold an active Ohio Social Work, Professional Counselor, or Marriage and Family Therapist License (LISW, LPCC, IMFT preferred, LSW, LPC, or MFT with experience).
- Must have experience with diagnostic assessments and therapy with school-aged children/teens. Experience working in schools is preferred, but not required.
- Experience with Microsoft Office including Outlook, Word and Excel, Google Suites and working with Electronic Medical Records is preferred.
- Must be a self-starter, be able to exhibit flexibility, work independently as well as part of a team, have excellent time-management, organization, communication, and interpersonal skills, and be able to work in a fast-paced environment.

### Perks:

- Free supervision toward independent license for LSW and LPC staff
- Free CEUs
- You may be eligible for a Welcome Back to the Behavioral Health Workforce bonus
- Student loan repayment & reimbursement program
- Supportive/flexible and inclusive work environment with high employee satisfaction rates
- Generous paid time-off & holidays
- Medical, Dental and Vision, Group Life, FSA, HSA, and 401K plan

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Interested candidates should click to : [\*\*APPLY NOW!\*\*](#)

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### **Independently Licensed Mental Health Therapist/Counselor – Full-time**

Are you looking to make a difference in the lives of others?

**Concord Counseling Services** is seeking a Mental Health Therapist on a full-time and/or contingent basis to perform mental health counseling with **child and family experience**; ability to work at least one evening per week.

- Master's Degree with independent license – either LISW or LPCC.
- Excellent communication, interpersonal skills and computer literacy are essential.
- We offer an excellent work environment, flexible work schedules and comparable rates based on experience and licensure.

#### **Benefit Highlights:**

- Competitive pay
- Supportive/Flexible work environment with high employee satisfaction rates
- Generous Paid Time off & Holidays
- Medical, Dental and Vision, Group Life, FSA, HSA, and 401K plan
- Student Loan Repayment Program
- Free supervision toward independent license
- Free CEU's

**Interested candidates should click to : [APPLY NOW!](#)**

### **Licensed Mental Health Therapist/Counselor – Full-time**

Are you looking to make a difference in the lives of others?

**Concord Counseling Services** is seeking a Mental Health Therapist on a full-time and/or contingent basis to perform mental health counseling with **child and family experience**; ability to work at least one evening per week.

- Master's Degree with license – either LSW or LPC, plus 5 years of experience.
- Excellent communication, interpersonal skills and computer literacy are essential.
- We offer an excellent work environment, flexible work schedules and comparable rates based on experience and licensure.

#### **Benefit Highlights:**

- Competitive pay
- Supportive/Flexible work environment with high employee satisfaction rates
- Generous Paid Time off & Holidays
- Medical, Dental and Vision, Group Life, FSA, HSA, and 401K plan
- Student Loan Repayment Program
- Free supervision toward independent license
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### **Therapist for Older Adults - Full-Time**

Concord is seeking a dedicated and experienced social worker with independent license LISW or LISW-S to provide outpatient counseling services to Older Adults (60 and over). The position requires the Therapist to meet with clients in both their homes and in-office setting, focusing on supporting their independence and promoting good mental health.

- Provide individual counseling to older adults, addressing their mental health needs.
- Conduct assessments and develop treatment plans tailored to each client's needs.
- Maintain accurate and timely documentation in compliance with Electronic Health Records.
- Collaborate with other healthcare professionals to ensure comprehensive care for clients.
- Manage time effectively to meet productivity and documentation requirements.
- Be available to work at least one evening per week.

Qualifications:

- Current/valid Ohio license – LISW or LISW-S
- Proven experience working with older adults and understanding their unique challenges.
- Excellent communication skills, both verbal and written.
- Strong interpersonal skills to build rapport with clients and their families.
- Familiarity with Electronic Health Records systems.
- Preferred: Enrolled on Medicare, Medicare Advantage, and/or private insurance panels.

#### **Benefit Highlights:**

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- Supportive/Flexible work environment with high employee satisfaction rates
- Generous Paid Time off & Holidays
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- Student Loan Repayment Program
- Free CEU's

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### **Respite Companion – up to 10 hours per week**

**Concord Counseling Services** is seeking a Respite Companion to provide respite for caregivers who have someone with a severe mental illness living with them. This will include in-home and community-based engagement. We are seeking people with 1 - 3 years of experience who are ready to serve with their heart! This is a part-time, flexible hours, 10 hours per week position and job requirements include, but are not limited to:

- Assist clients to achieve an increased level of independence within the community.
  - Resource management, symptom monitoring, advocacy with medical providers, and a wide range of supportive activities.
  - Assist clients in reaching their identified personal goals.
  - Assist in stress reduction within the family and the client through a strength-based service plan
  - Provide resources needed to enhance the well-being of the family and their loved one
  - Increase the clients' interactions outside of his/her family unit and home
- Excellent communication, interpersonal, and computer skills are essential.  
An Associate's degree in Social Work is preferred.

Must have a valid driver's license, a reliable vehicle, maintain a good driving record and have the ability to provide safe transportation.

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