



MULTI-ETHNIC STUDENT COUNSELOR

Northwestern College has a full-time position for a new multi-ethnic student counselor. The counselor will collaborate with the associate dean for intercultural affairs and the director of academic support to enrich NWC's academic and social support services for American students of color. Responsibilities focus on student mentoring; instruction of learning strategies, writing and other academic skills; monitoring student academic progress and social engagement; and advising "La Mosaic," NWC's multicultural student association. The multi-ethnic counselor will also collaborate with the admissions and financial aid offices to develop and implement strategies to improve recruitment and retention for underrepresented students, and with the NWC Multi-Ethnic Resource Team on campus diversity initiatives.

The ideal candidate will bring professional experience and knowledge of multi-ethnic student development related to academic success and retention in a Christian liberal arts college setting; experience with African American, Native American, and/or Hispanic students highly desired. The candidate will also demonstrate excellent communication and interpersonal skills to build relationships with students, faculty and staff from a wide variety of backgrounds, and possess good management, organizational, planning and promotional skills. A bachelor's degree is required with a master's degree preferred—field of study is open, but coursework or experience in education and/or intercultural studies is highly valued.

In addition to completing the employment application, please submit answers to the following three questions:

1. Briefly describe three challenges you think might be faced by American students of color who come to Northwestern College. How could you best help students in this situation?
2. Describe your own academic experience as a college student and what experience you have helping other students to succeed academically.
3. Describe one successful experience as a multi-ethnic adviser that illustrates the values and skills you would bring to this role.

Northwestern seeks candidates with an authentic Christian faith who will support the college's mission, Reformed and evangelical identity, and commitment to Christian liberal arts as expressed in our Vision for Learning (www.nwciowa.edu/vision). Applications will be accepted until the position is filled. To apply, send letter of application, resume and Northwestern College application to:

Director of Human Resources
Northwestern College
101 7th St. SW • Orange City, IA 51041
Apply online at www.nwciowa.edu/employment

Northwestern College complies with all federal and state regulations for non-discrimination in employment.