

SHANGHAI AMERICAN SCHOOL

JOB DESCRIPTION

TITLE: COLLEGE COUNSELOR, HIGH SCHOOL
SCALE: Teacher Salary Scale
CONTRACT DAYS: up to 191

POSITION SUMMARY:

As a member of the college counseling team, effectively implement a college counseling program that gives students the tools and resources to live their dreams and find their individual best fit institution upon graduating from SAS.

SUPERVISED, EVALUATED BY & REPORTS TO:

The High School Principal and Director of College Counseling

QUALIFICATIONS:

- Master's degree preferred
- Previous college counseling or university advising experience
- Previous experience in college admissions favorable (but not required)
- Previous experience in School Counseling favorable (but not required)
- Previous experience in international/American schools abroad recommended (but not required)

PERFORMANCE RESPONSIBILITIES:

Student & Family Advising

- Conduct individual meetings with students and parents to guide and advise through post-secondary planning.
- Provide active feedback on the development of appropriate college/university research and application lists for each assigned student.
- Advise students on the development of an appropriate standardized test plan.
- Counsel students and families on the financial aid process and assist in identifying affordable options for post-secondary education.
- Actively, appropriately, professionally advocate for every student in the process.
- Advise students, as appropriate, on high school course selection and appropriate summer activities, beginning in 9th grade.
- Maintain confidentiality throughout the process with students and families.

Application Management & Advocacy

- Assist seniors with the university application process. This includes reviewing materials provided reasonably in advance of submission, especially essays and written supplements.
- Write a reference for each student assigned in an annual cohort, appropriate to their applications (i.e. Secondary School Report Counselor Recommendation for US, referee commentary for other systems.)
- Ensure timely delivery of application support materials to colleges. Monitor application status and troubleshoot application scenarios with students. Assist with families' understanding of process and following of procedures and ethical guidelines.
- Provide teachers with support and feedback on their letters of recommendation.

Program Development & Education

- Help to continue development of a high school-wide age-appropriate college counseling program that allows families access to our process and counselors beginning in grade 9.
- Develop fluency in and update college counseling technology platforms for students and parents in grades 11/12 (e.g. MaiaLearning).
- Provide timely information updates to your assigned student groups, appropriate to the timeline in 10th, 11th, and 12th grades, and using appropriate school platforms (Schoology, MaiaLearning.)
- Demonstrated openness to exploring and adopting AI tools to improve counseling efficiency and student outcomes, combined with the ability to mentor students on the responsible, ethical, and effective use of AI.
- Assist in the development and delivery of workshops and presentations for parents and students to educate the community about college admission generally, as well as to provide timely information about the process as it unfolds.
- Contribute to and support various events sponsored by the college office, including events on weekends and evenings.
- Help build and support a positive school culture and healthy attitudes about college admission and choice.

College & University Relations

- Develop and maintain familiarity with admission policies and procedures from colleges and universities around the world, particularly USA, Canada, UK, Hong Kong, Korea, Australia, Japan, and continental Europe. Be willing to learn new systems and develop tools to be resourceful when confronted with new systems and their processes.
- Meet with college admission officers visiting SAS and Shanghai to promote awareness of SAS and to learn about options for students.
- Maintain and foster positive, collaborative relationships with college admission officers and peer counselors around the world. Represent SAS in a professional, collegial manner.
- Visit colleges worldwide as part of a team strategy, including planning thoughtfully in response to trends in student interest in geography and academic programs. Promote awareness of our school, make connections with other counselors, and with admission officers. Work within budget guidelines, and at Principal and Director's discretion.

Collaboration & Student Well-Being

- Collaborate with the College Counseling team, respect working agreements and collective plans of action. Support overall success of students, colleagues, and the college counseling program.
- Collaborate with school counselors, teachers, administrators and other SAS faculty and staff to support students and remain informed about their status.
- Maintain and foster positive, collaborative relationships with teachers in order to stay current with the learning environment in the school.
- Partner closely with school counselors to support student well-being and temper anxiety and disruption related to college admission concerns.

Professional Growth & School Responsibilities

- Attend appropriate conferences related to international education and college admission (NACAC, CIS, EARCOS, IACAC, etc.). Submit proposals to present and share experiences when appropriate.
- Stay current in the field of higher education globally; maintain current understanding of related issues, including standardized testing and college admission trends.
- Develop familiarity with both AP and IB curricula and demonstrate willingness to maintain a deep knowledge of SAS curricular offerings and the ramifications of curricular choices.
- Maintain awareness of career options and pathways as they relate to both high school curricular choices and university offerings and requirements.
- Other duties as assigned by the principal and director.

RELATED SKILLS AND QUALITIES:

- Facility with technology and Microsoft suite
- A willingness to learn, a growth mindset, and hard work ethic
- Understanding of data and how to interpret it to support informed decision making
- Ability to meet deadlines
- Comfort with and skill with writing, especially heavy seasonal writing assignments
- Oral communication skills in both one-on-one and public settings
- An ability to understand and respect families' priorities and values
- Multicultural competency and sensitivity to gender, sexuality and personal identity
- A demonstrated interest in working with adolescents and in understanding adolescent development as it pertains to appropriate choices for students
- An interest in engaging voluntarily with student activities, performing arts, athletics, etc. to understand and support school culture
- Willingness to travel for professional development through conferences and university visits
- Empathy and self-awareness
- A sense of humor
- A team-minded, collaborative attitude

SAS BELIEVES:

- That each employee makes a significant contribution to our success.
- That contribution should not be limited with the assigned responsibilities.

Therefore, this position description is designed to outline primary duties; qualifications and job scope, but not limit the employee or SAS to only the work identified. It is the expectation of the School that each employee will offer his/her services wherever and whenever necessary to ensure the success of our organization.

How we see the world is how we experience the world

We believe that diversity, equity, and inclusion enrich our community and create a sense of belonging that compels each of us to grow. Therefore, we commit to a journey of community growth that is grounded in best and sustainable practices rooted in our mission and core values. We seek individuals who are ready to contribute to such an environment.

Child Safeguarding at SAS

Shanghai American School, in keeping with our core values and vision statements, has a Child Safeguarding Policy that guides our faculty, staff, and families in matters related to the health, safety and care of children in attendance at our school. By accepting employment at SAS, all faculty and staff agree to work in partnership with the School and abide by the policies adopted by the SAS Board.

With this in mind,

- Applications will be thoroughly and rigorously screened in line with our strong commitment to all aspects of child protection and safeguarding.
- Shanghai American School reserves the right to withdraw an applicant's candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process.
- Shanghai American School reserves the right to withdraw an applicant's candidacy if current and former supervisor references are not provided.
- Hiring is contingent upon successful criminal background checks.

Applicants are asked to apply as early as possible, as Shanghai American School reserves the right to close the selection process at any time.