



Southern Tier Independence Center

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Position Title	Professional Counselor	HR USE ONLY	
Date Issued	January 2026	Hour Per Week/ Status	35 hours/week- Full Time
Date Revised	January 2026	Hourly Rate	\$25.00
Reports to	Director of Behavior & Counseling Services	FLSA Status	Non-Exempt
Department	Behavior	Location	Broome

Summary

The Counselor provides inclusive counseling services to individuals with disabilities across the lifespan and their families. This role utilizes talk therapy alongside creative and mindfulness-based modalities to meet diverse needs and co-occurring conditions.

Education and Experience

1. Master's degree in Counseling, Social Work, Psychology, or a related field.
2. Must hold current and valid New York State licensure (e.g., LMHC, LMSW, or LCSW).
3. Minimum of one year experience providing counseling or therapy services.
4. Experience or strong interest in working with individuals of all ages

Knowledge, Skills, and Abilities

1. Strong commitment to the independent living philosophy, Person Centered Planning, consumer choice and integration of people with disabilities into all aspects of community life.
2. Familiarity with a broad range of disabilities, including intellectual/developmental disabilities, mental health diagnoses, and physical or sensory impairments.
3. Ability to effectively interact and work with individuals from diverse cultures and backgrounds.
4. Proficient in the use of all Microsoft Office applications (Excel, Word, Power Point).
5. Excellent written and verbal communication skills, including documentation and collaboration with interdisciplinary teams.
6. Experience facilitating group sessions or family support work
7. Certification or training in creative therapeutic techniques (e.g. expressive arts therapy, play therapy, CBT skills, mindfulness practices).
8. Excellent attention to detail and organizational skills.
9. Ability to multi-task and work effectively in both a team and individual setting.
10. Strong foundation in person-centered, trauma-informed, and strength-based approaches.
11. Valid driver's license, access to a reliable and insured vehicle, and compliance with all applicable state regulations, including required vehicle inspections and driving record checks. Accommodations may be provided for employees who provide travel training on public transportation or telehealth.

Essential Job Functions

1. Provide counseling to consumers with all types of disabilities, and all ages, and/or their families (including any combination of co-occurring conditions).
2. Ability to use talk therapy in combination with creative modalities such as art, play, music, or mindfulness.
3. Comply with all STIC policies and procedures, as well as NYS Education Law Article 154 Social Work requirements and the Social Workers Code of Ethics.

4. Offer guidance and/or resources to staff working with consumers related to mental health conditions and/or challenging situations.
5. Maintain program service records, documentation, and reports within established timeframes.
6. Demonstrate professional work habits including dependability, time management, independence, and responsibility.
7. Maintain and professional responsibilities and boundaries.
8. Collect and maintain all required statistical and other data and prepare reports within established timeframes.
9. Attend all mandatory agency and departmental trainings, meetings, and sign language class and advocacy groups.
10. Perform all other duties relevant to the position as requested.

Physical Requirements/Working Conditions

- Ability to sit/stand throughout day to accomplish job.
- Ability to reach above shoulder level.
- Ability to turn/twist upper body.
- Ability to enter data, notes, and other documentation into a computer.
- Must be able to travel throughout covered territories in Upstate NY as needed- Broome, Tioga, Chenango counties.
- Ability to use hand for repetitive action and fine manipulating for the purpose of keyboarding

Reasonable accommodations may be made to the extent required under applicable law to enable individuals with disabilities to perform the essential functions of this position.

The statements herein are intended to describe the general nature and level of work being performed, but are not to be seen as a complete list of responsibilities, duties, skills, required of personnel so classified. Also, they do not establish a contract for employment and are subject to change at the direction of the employer.

I have read and understand the responsibilities outlined in this job description.

Southern Tier Independence Center, Inc. is an equal opportunity employer. It is our policy to hire the best qualified applicant for the position, without regard to: gender; gender identity/expression; sexual orientation; disability; age; race; color; creed; national origin; pre-disposing genetic characteristics; military, familial, marital or domestic violence survivor status; pregnancy or pregnancy-related conditions; criminal history; or any other protected class included in applicable local, state or federal laws.