



## **George Jackson Academy** **Director of Counseling and Student Life**

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### **About GJA**

George Jackson Academy (GJA), a small (85 - 95 students) all-boys independent middle school, grades 6 - 8, in New York City, seeks a dedicated, student-centered Director of Counseling and Student Life to oversee and all aspects of counseling and student culture at GJA. This role is deeply integrated into student life and plays a critical part in ensuring each GJA graduate is well-prepared for the next step of their academic journey. The Director of Counseling of Student Life is a key member of the Leadership Team and reports directly to the Head of School. This is an in-person, full-time, 12-month position with a July 1, 2026 start date.

A fundamental goal of the GJA mission is to help high-achieving boys from low-income and low-wealth backgrounds gain access to excellent high schools. GJA graduates attend a mix of independent day & boarding schools, parochial schools, and specialized public schools in New York City and throughout the northeast. 100% of alumni graduate high school and 95% attend selective colleges and universities. The high school placement process is an essential aspect of the promise that GJA makes to students and families.

### **The Role**

Reporting to the Head of School, the Director of Counseling and Student Life will join the six-person Leadership Team. The new Director of Counseling and Student Life will be responsible for managing counseling support at GJA, addressing day-to-day disciplinary matters grounded in restorative principles, subsequent communication with parents and guardians, and the non-academic life of students. This role requires a deep understanding of the developmental needs of middle school boys, and the ability to build meaningful relationships with students, families, and staff.

GJA offers a free, 60-minute, After School Academic Program (ASAP) to all students. From our partnership with STEMKIDS, to physical fitness, chess, homework help, and Mock Trial, the boys have access to a variety of experiences. The new Director of Counseling and Student Life will also manage the overall operation of ASAP.

### **Key Duties & Responsibilities**



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### **Counseling**

- Provide individual and small-group school counseling, as needed, to support the social, emotional, and mental health of middle school boys.
- Design and teach an emotional intelligence course that helps build healthy decision-making.
- Identify external counseling and mental health resources for students requiring additional or specialized support.
- Serve as the primary liaison with outside mental health providers to ensure consistent, student-centered care.
- Collaborate with faculty, advisors, and administrators to support student growth and development.
- Deliver occasional professional development for faculty and staff on student wellness and social-emotional learning.

### **Student Culture & Restorative Practices**

- Lead a schoolwide restorative approach to student discipline, embedded with GJA's core values, that prioritizes learning, accountability, and reflection.
- Respond promptly and compassionately to student concerns and interpersonal conflicts, helping boys understand how their choices impact themselves and their community.
- Build trusting relationships with students and model emotional intelligence and healthy communication skills.
- Collaborate with advisors, staff, and administration to address student concerns.

### **Advisory Program Leadership**

- Oversee GJA's multi-grade Advisory Program.
- Design, evaluate, and refine advisory programming to ensure alignment with GJA's mission and values.
- Support Advisors with training, resources, and structures that promote student belonging and connection.

### **After School Academic Program (ASAP)**



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- Manage ASAP which currently serves 60% of GJA students and offers a variety of academic and extracurricular programming at no cost to families.
- Implement a more structured, mission-aligned program that includes regular program evaluation.
- Partner with the leadership team to position ASAP as a compelling program for student recruitment and fundraising.

### Additional Duties & Responsibilities

- Teach the Emotional Intelligence Class for 7th & 8th grade students
- Lead weekly Community Meeting, a school-wide gathering that focuses on GJA Core Values, features guest speakers, and explores GJA's mission
- Support students during GJA's three-week Summer Academy in July
- Enhance and manage daily Recess
- Serve as an occasional substitute teacher
- Attend occasional evening or weekend school functions
- Perform other duties as assigned

## Qualifications

### Required

- Master's degree in Counseling or Social Work
- A deep commitment to mission-driven work
- Deep understanding of middle school boys' developmental needs
- Commitment to restorative practices and GJA's core values
- Experience working with parents and families
- Strong communication and conflict-resolution skills
- Ability to manage sensitive student concerns with discretion
- Excellent organizational skills with the ability to multitask and prioritize work
- Accuracy, meticulous attention to detail and ability to follow through
- Strong verbal and written communication skills for all facets of work including email, written, and phone
- A collaborative colleague dedicated to working as a member of a team
- "Can do" spirit and a sense of humor
- Participate in the life of the school
- Perform other duties as assigned

### Preferred



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- Experience leading student programs, advisory systems, or SEL initiatives
- Background in independent or mission-driven schools
- Experience designing programming for adolescent boys
- Classroom teaching experience

### Compensation & Benefits

- Salary range of \$80,000 - \$100,000
- full benefits package including medical, dental, vision, flex-spending, and commuter benefit accounts

### How to Apply

Interested candidates should submit a résumé and cover letter [rjavier@gjacademy.org](mailto:rjavier@gjacademy.org) addressed to the Head of School.

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