

# CLINICAL COUNSELOR

DEPARTMENT OF THE NAVY

Commander, Navy Installations

Joint Region Marianas

Accepting applications

## Open & closing dates

🕒 05/27/2021 to 06/10/2021

## Pay scale & grade

NF 4

## Service

Competitive

## Salary

\$75,000 to \$85,000 per year

PLUS COST OF LIVING ALLOWANCE (COLA) / MAY BE ENTITLED TO NONFOREIGN POST DIFFERENTIAL (NFPD)

## Appointment type

Permanent

## Work schedule

Full-time

## Locations

1 vacancy in the following location:

**Nimitz Hill, GU**

1 vacancy

## Relocation expenses reimbursed

Yes RELOCATION EXPENSE AUTHORIZED/RECRUITMENT & RELOCATION INCENTIVE NEGOTIABLE

## Telework eligible

No

## This job is open to



### The public

U.S. citizens, nationals or those who owe allegiance to the U.S.

## Announcement number

JRM-21-288

## Control number

602698600

## Duties

### Summary

This position is located at Andersen Air Force Base Guam. NOTE: When a Permanent Change of Station (PCS) with the federal government is performed, the IRS considers the majority of entitlements to be taxable. The Relocation Income Tax Allowance (RITA) may offset the impact of some of these taxes. Additional Info:<https://www.dfas.mil/CivilianEmployees/Civilian-Permanent-Change-of-Station-PCS/Tax-Information/>

### Responsibilities

Major duties and responsibilities are summarized below.

This position is that of a fully credentialed clinical counselor located within the Family Advocacy Program (FAP), Medical Treatment Facility (MTF), Andersen Air Force Base, Guam. The primary purpose of this position is that of a lead counselor providing direct service in the form of counseling individuals, couples, families, and groups on matters pertaining to family dynamics, parent-child interaction, couples communication, stress reduction, adjustment to military lifestyles, FAP case management, treatment services and psycho-educational training programs. Clinical counseling includes the psychosocial assessment of individuals, development of treatment plans, treatment delivery, and appropriate referral. Case management services include the identification, reporting, risk assessment, safety planning, psychosocial assessment, treatment planning, treatment, referral, and follow-up of child and spouse abuse allegations for active duty military members and their families. The position requires knowledge of intensive psychosocial services and a wide range of skills (casework, group work, individual and family therapy). Cases may involve multiple difficult and complex family problems including dual diagnoses, violence and impulsivity, and a variety of other mental health problems. This position also serves as the primary Contracting Officer Representative (COR) for the counseling program.

A complete list of duties and responsibilities will be provided at the time of hire.

### Travel Required

Occasional travel - Travel to other facilities may be required within the normal scope of duties

### Supervisory status

No

### Promotion Potential

04

### Job family (Series)

#### 0101 Social Science

(<https://www.usajobs.gov/Search/Results?j=0101>).

## Requirements

### Conditions Of Employment

- \*SEE QUALIFICATIONS

### Qualifications

In order to qualify for this position, resumes must include information which demonstrates experience and knowledge, skills, and ability (KSAs) as they relate to this position. Applicants are encouraged to be clear and specific when describing their experience level and KSAs. If you are relying on your education to meet qualification requirements: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications.

Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S.

Department of Education (<http://www2.ed.gov/admins/finaid/accred/index.html>

(<http://www2.ed.gov/admins/finaid/accred/index.html>).

Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion MUST provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module

completion at the time of resume submission. Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Successful candidates for this position shall meet all qualifications as outlined below:

State licensure or state certification that provides legal authority to independently provide clinical services as licensed Clinical Social Worker or Licensed Psychologist; **AND**

When the state licensing or certification requirements include a written examination, candidates must have achieved a passing score on that examination; **AND**

Possess at least a master's degree in Social Work from a school accredited by the Council on Social Work Education or a Doctoral degree in Psychology from a program accredited by the American Psychological Association; **AND**

Have engaged in 2 years (which includes at least 2000 hours) fulltime, post-masters supervised clinical experience.

Knowledge of the military lifestyle that furnished the employee with an understanding of the specific demands of military lifestyles, such as frequent separations, and high stress working environments that have an extensive impact on individuals and their families. Ability to present sensitive, at times controversial information to groups of people in a clear, concise manner. Ability to modify programs to meet the ever changing needs of the active duty military community. Ability to recognize, identify and assess mental disorders per the Diagnostic and Statistical Manual. Understanding of, and ability to, apply family systems, brief solution-focused, and motivation-interviewing treatment techniques. Knowledge of dynamics and diagnostic skills necessary for family violence identification, risk assessment, and safety planning. Knowledge of family violence treatment principles for victims and offenders. Knowledge of group dynamics. Knowledge in the areas of family systems particularly as it relates to patterns of abusive behavior and abuse response, substance abuse, human behavior, human sexuality, Attention Deficit Hyperactivity Disorder, and juvenile delinquency. Ability to recognize and define personal and social problems, to independently reach accurate conclusions, and to provide appropriate solutions. Ability to effectively interview, and clinically respond to the needs of clients including assessing suicidal and homicidal and substance abuse. Ability to communicate orally to interview alleged offenders and victims; to maintain cooperative and professional relationships with law enforcement, Child Protective Services, medical treatment facilities, and senior personnel from commands of offenders and victims; makes CRC/IDC presentation notes; and to exercise strong facilitation skills for individual and group counseling. Ability to communicate in writing to develop and prepare case management memos, correspondence, and reports; to document psychosocial assessments, treatment plans, and IDC reports; to develop lesson plans for briefing and classroom presentations. Knowledge and ability to use a personal computer and a variety of software programs to develop multi-media presentations and to facilitate work assignments.

Must possess or be able to obtain a Secret Security Clearance and satisfactorily complete all background checks to include, Installation Records Check (IRC), and Criminal History Background Checks.

Position is subject to the Health Practitioner Credential Review and Privileging requirements.

Must possess a valid driver's license, as travel to other facilities may be required within the normal scope of duties.

Occasional travel outside the local commuting area may be required for the purpose of attending and/or conducting training.

## Education

\*SEE QUALIFICATIONS

**OTHER REQUIREMENTS:** Some positions have special requirements. In these cases, selection is tentative pending satisfactory completion of these requirements.

All selections are contingent upon obtaining satisfactory background and employment reference checks.

Males must be registered for or exempt from Selective Service (<https://www.sss.gov/register/>)

Selectees are required to participate in direct deposit.

We are an E-Verify participant.

The Department of Navy is an Equal Employment Opportunity Employer. All qualified candidates will receive consideration without regard to race, color, religion, sex, national origin, age, disability, marital status, political affiliation, sexual orientation, or any other non-merit factor.

The Department of the Navy provides reasonable accommodation to applicants with disabilities. Applicants with disabilities who believe they require reasonable accommodation should email them to: M-GU-JRM-NAFHRO-N9@fe.navy.mil to ensure that the Department of the Navy can consider such requests. The decision to grant an accommodation will be made on a case-by-case basis.

**PRIVACY ACT STATEMENT FOR NAF APPLICANTS:** Authority to request this information is derived from 5 U.S.C. 301, Departmental Regulations. The purpose of this information is to determine the qualifications, suitability, and availability of applicants for employment with a NAF activity, and of current employees for reassignment, reinstatement, transfer, or promotion. The

information will be used to assess qualifications, entitlement, and overall employment suitability. Completion of information on this form is voluntary. Failure to provide this information may prevent you from receiving full consideration for the position you seek.

## Additional information

### How You Will Be Evaluated

Any experience, education, or other qualification presented on your application and/or resume is subject to evaluation and verification. Submissions are reviewed to determine if applicants meet the hiring eligibility and qualification requirements and to determine the level of knowledge, skill, and ability related to the job requirements.

Best qualified applicants are referred to the hiring manager in accordance with Military Spouse and Veteran Preference policies where applicable.

If your application and/or resume lacks sufficient information, you will be rated accordingly or may be considered ineligible.

The hiring manager may choose to conduct interviews, which may also be subject to evaluation and verification.

Click the following link to preview the applicant questionnaire: [Preview Applicant Questionnaire](https://app.fedhrnavigator.com/usajobs/vacancy.do?operation=preview&vhr=49855&eca=232)  
(<https://app.fedhrnavigator.com/usajobs/vacancy.do?operation=preview&vhr=49855&eca=232>).

## Background checks and security clearance

### Security clearance

[Other](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)  
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>).

### Drug test required

No

## Required Documents

- A resume should be provided. It should include relevant work experience (start/end dates stated in month/year, description of duties and salary), applicable education at a minimum, and your contact information. For current or previous Federal employees, it should also include the Pay Plan, Series and Grade for each work experience entry.
- For current or previous Federal employees, please attach a copy of your most recent SF-50 or agency notification of personnel action form that provides current position, grade level, and duty location.
- Please provide a copy of your College transcript(s) which support those qualifications for which you wish to have considered.

### \*SEE HOW TO APPLY FOR ADDITIONAL REQUIRED DOCUMENTS

### If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education](http://www.ed.gov/admins/finaid/accred/)  
(<http://www.ed.gov/admins/finaid/accred/>).

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

## Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

Regular Full-Time (35 - 40 hours per week) - All benefits offered including medical, dental, life insurance, spouse & child life insurance, long term disability, annual and sick leave, retirement, and 401(k) savings plan.

Regular Part-Time (20 - 34 hours per week) - Medical, dental, life insurance, spouse & child life insurance, annual and sick leave, retirement, and 401(k) savings plan.

Flexible (0 - 40 hours per week) - No benefits offered.

<http://WWW.NAVYMWR.ORG/RESOURCES/HR/>

## How to Apply

Go to [www.usajobs.gov/](http://www.usajobs.gov/)

(<http://www.usajobs.gov/>)

to create an account or log in to your existing USAJOBS account. Only applications submitted through USAJOBS will be considered. E-mailed applications will **NOT** be accepted. **All applications MUST be submitted by the closing date on the announcement in order to be considered.**

**AMENDMENT:** Vacancy announcement amended to change "Responsibilities" to read as such. Applicants who applied previously under the same Announcement No. need not reapply unless submitting updated and/or missing information.

**ALL APPLICANTS:** Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion **MUST** provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module completion at the time of resume submission.

\*Current or prior federal employees, please submit your most recent personnel action or SF50.

\*Military retirees, please submit your statement of service.

\*Documentation submitted for other/previous vacancies is not considered as part of this submission.

Some positions have special requirements. In these cases, selection is tentative pending satisfactory completion of these requirements.

**APPLICANTS CLAIMING HIRING PREFERENCE:** Please ensure you complete and submit ALL required documents to claim preference at the time of resume submission. All forms to claim preference can be downloaded via our website at <http://www.militarymwr Guam.com/jobs>.

**WHAT ARE PREFERENCES?** Preferences are advantages in the candidate selection process. Individuals can claim the following preferences:

**1. Reemployment Priority List (RPL):** Qualifying separated employees shall have priority placement in the NAF activity from which they were separated as a result of a Business Based Action (BBA), when the position has substantially the same duties as the position from which they were separated and it is not a higher grade or employment category, provided the position is not being filled by an internal candidate. To claim this preference, you **MUST**:

- Submit a copy of your BBA Separation Notification indicating eligibility for RPL.

**2. Military Spouse Preference (MSP):** Qualifying spouses eligible for MSP are spouses of an active duty military member of the U.S. Armed Forces, including members of the National Guard or Reserves on active duty. The marriage must have occurred before the military member received official permanent change of station (PCS) orders to Guam. MSP is applicable only when applying for NAF positions at the NF-03 and below and equivalent craft and trade (CT) positions. To claim this preference, you **MUST**:

- Complete and Submit MILITARY SPOUSE PREFERENCE (MSP) CLAIM FORM. Form may be downloaded from: [Download MSP Form](https://www.militarymwr Guam.com/modules/media/?do=download&id=91d40da0-9cdd-47d8-b35c-ec69bd4da0a0) (<https://www.militarymwr Guam.com/modules/media/?do=download&id=91d40da0-9cdd-47d8-b35c-ec69bd4da0a0>).

; **AND**

- Submit sponsor's PCS orders to Guam.

\*\*\*If you are not indicated as a spouse on the PCS orders, you **MUST** submit proof of marriage prior to PCS to Guam.

**3. Veteran's Preference/Gold Star Veteran's Preference:** Qualifying military veterans, and spouses/parents of deceased veterans shall be given employment preference over non-preference applicants if they are equally qualified. Preference applicable for positions open to external candidates. To claim Veteran's preference, you **MUST**:

- Complete and Submit VETERAN'S PREFERENCE WORKSHEET. Form may be downloaded from: [Download Vet Preference Form](https://www.militarymwr Guam.com/modules/media/?do=download&id=9e9f89f5-0b7a-49cb-a1d4-c00bf57db516) (<https://www.militarymwr Guam.com/modules/media/?do=download&id=9e9f89f5-0b7a-49cb-a1d4-c00bf57db516>).

; **AND**

- Submit a copy of your DD-214 (member 4 copy)

To claim Gold Star Veteran's preference, you **MUST**:

•Complete and submit completed SF-15, APPLICATION FOR 10-POINT VETERAN PREFERENCE. Form may be downloaded from:  
[Download SF-15 Form](https://www.opm.gov/forms/pdf_fill/sf15.pdf)  
([https://www.opm.gov/forms/pdf\\_fill/sf15.pdf](https://www.opm.gov/forms/pdf_fill/sf15.pdf))

; **AND**

•Submit a legible copy of DD-1300; **AND**

•Submit any other supporting documentation (official statements, document of service, court decree, etc.).

\*\*\*Qualifying applicants with preferences are considered in the order listed above. Then all other qualifying applicants are considered.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

## Technical Support

- Check the status of the application system and maintenance schedule here: [status.fhrnavigator.com](http://status.fhrnavigator.com)  
(<http://status.fhrnavigator.com>).
- If you experience technical difficulties applying online, report it here: [support@econsys.com](mailto:support@econsys.com)  
(<mailto:support@econsys.com?subject=Apply Online / Joint Region Marianas / JRM-21-288>).  
The support inbox is monitored Monday through Friday, from 8 AM ET until 6 PM ET.
- Make sure your status in USAJOBS is 'Received' after you submit your application to ensure it was submitted successfully.

## Agency contact information

 Joint Region Marianas

### Phone

([671](tel:(671)3491155))3491155  
([tel:\(671\)3491155](tel:(671)3491155))

### Email

[M-GU-JRM-NAFHRO-N9@FE.NAVY.MIL](mailto:M-GU-JRM-NAFHRO-N9@FE.NAVY.MIL)  
(<mailto:M-GU-JRM-NAFHRO-N9@FE.NAVY.MIL>)

[Learn more about this agency.](#)  
([#agency-modal-trigger](#))

The mission of Joint Region Marianas Warfighter & Family Readiness (WFR) is to enhance quality of life through customer driven services that make a difference every day in the lives of our service members and their families. Through our work at both Morale Welfare and Recreation (MWR), Naval Base Guam, and at the 36th Force Support Squadron (36FSS), Andersen Air Force Base, Guam, we strive to be the global model of professional support services for our customers while they are stationed here under one unified command.

Learn more about what it's like to work at Joint Region Marianas, what the agency does, and about the types of careers this agency offers at [WWW.MILITARYMWRGUAM.COM](http://www.MILITARYMWRGUAM.COM)  
(<http://www.MILITARYMWRGUAM.COM>)

**Please note when a Permanent Change of Station (PCS) with the federal government is performed as part of a relocation, the IRS considers the majority of your entitlements to be taxable. The Relocation Income Tax Allowance (RITA) may offset the impact of some of these taxes. For more information you may visit the following website:**

<https://www.dfas.mil/CivilianEmployees/Civilian-Permanent-Change-of-Station-PCS/Tax-Information/>  
(<https://www.dfas.mil/CivilianEmployees/Civilian-Permanent-Change-of-Station-PCS/Tax-Information/>)

## Next steps

Applicants may be contacted for an interview or may be sent a notice of non-selection within 2-8 weeks of the announcement closing date.



If you are selected for a position, you will be contacted by the JRM Regional NAF Human Resources Office with a temporary job offer. Final job offer upon completion of all pre-employment requirements (typically 2-8 weeks).

We reserve the right to close this position without further announcement.

## Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

### Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](https://www.eeoc.gov/federal/fed_employees/index.cfm)  
([https://www.eeoc.gov/federal/fed\\_employees/index.cfm](https://www.eeoc.gov/federal/fed_employees/index.cfm)).

### Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about [disability employment and reasonable accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)  
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)  
or [how to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/).  
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>).

### Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>).

[Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>).

[Selective Service](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/>).

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>).

[Signature & False statements](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>).

[New employee probationary period](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/>).