



*Proud to be a
Yellow Ribbon
Employer*

The Minnesota Department of Employment and Economic Development (DEED) is the State of Minnesota's principal economic development agency. DEED's mission is simple: to empower the growth of the Minnesota economy, for everyone.

We are driven to find talented and innovative public servants, motivated by the opportunity to serve businesses, people, and the greater good. At DEED you will join a diverse team, inspired by challenging work and united by shared values that guide our work every day. At DEED we live our values by; focusing on the customer, communicating early and often, seeking solutions, creating inclusion, encouraging new ideas, and being gracious.

DEED is a [Beyond the Yellow Ribbon](#) agency and committed to proactively supporting servicemembers, veterans, and military families. DEED offers great employment opportunities with a meaningful mission to truly make a difference in the lives of those under our care and for those in communities throughout Minnesota.

Job Class: Rehabilitation Counselor Senior or Career

Agency: Department of Employment and Economic Development

- **Job ID:** 72868
- **Location:** St. Paul; Various
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** This vacancy is open for bids and for all qualified job seekers simultaneously. Bidders will be considered through 01/23/2024.
- **Date Posted:** 01/17/2024
- **Closing Date:** 01/30/2024
- **Hiring Agency/Seniority Unit:** Employ & Econ Development Dept / Employ & Economic Dev-MAPE
- **Division/Unit:** State Services f/t Blind / SSB Workforce Development X
- **Work Shift/Work Hours:** Day Shift, 8am to 4:30pm
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes, up to 20% local day time travel, up to five (5) days per week, based on client needs
- **Rehabilitation Counselor Senior Salary Range:** \$25.79 - \$37.65 / hourly; \$53,849 - \$78,613 / annually
- **Rehabilitation Counselor Career Salary Range:** \$28.50 - \$41.93 / hourly; \$59,508 - \$87,549 / annually
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Empl/MAPE
- **FLSA Status:** Exempt - Professional
- **Telework Eligible:** Yes, may be eligible to telework up to five (5) days per week
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

Make a difference in the lives of Minnesotans.

The work you'll do is more than just a job. Join the talented, engaged and inclusive workforce dedicated to creating a better Minnesota.

Job Summary

The successful candidate may be eligible for a \$5,000.00 hiring incentive

State Services for the Blind's (SSB) mission is to facilitate the achievement of vocational and personal independence by Minnesotans who are blind, visually impaired, or DeafBlind. We offer a dynamic team-oriented environment where everyone's contribution is key to achieving this mission.

The Rehabilitation Counselor plans, authorizes, and coordinates service delivery of individualized Vocational Rehabilitation (VR) services in partnership with the blind, visually impaired, and/or deaf blind customers. This position works to enable customers who possess substantial impediments to employment and to achieve successful employment outcomes. This position will also contribute to building a positive internal culture that makes SSB an extraordinary place to work.

This position will be based out of a designated DEED location within the State of Minnesota. This position may serve the following counties, subject to business needs:

- Metro Area: Hennepin, Ramsey, Dakota, and Washington

- Southwest Metro Area: Carver, Scott, Rice, Goodhue, and Wright

Frequent travel is required to meet with participants in the community, with area businesses, with schools, and other partner organizations. Occasional travel is necessary to attend meetings or trainings at the office or in other areas of the state.

The vacancy is being posted at two (2) different levels, depending on the qualifications of the successful candidate, and this posting may be used to fill multiple positions.

***Hiring Incentive: The successful incumbent of this position may be eligible for a hiring incentive of \$5,000 paid out in two (2) lump sums following the completion of the required probationary period and following two (2) years of successful service in the role**

Minimum Qualifications

To receive credit for your education and experience, your resume should clearly describe how you meet each minimum and/or preferred qualification listed, including dates of employment.

Rehabilitation Counselor Senior:

Master's Degree in Vocational Rehabilitation Counseling, Vision Rehabilitation Therapy/Teaching, Social Work, Psychology, Disability Studies, Human Resources, Education, Special Education, School Counseling, or other closely related field as determined by the agency.

Rehabilitation Counselor Career:

Master's Degree in Vocational Rehabilitation Counseling, Vision Rehabilitation Therapy/Teaching, Social Work, Psychology, Disability Studies, Human Resources, Education, Special Education, School Counseling, or other closely related field as determined by the agency.

AND

Three (3) years of related work experience which demonstrates knowledge of one-to-one counseling, caseload management, development of rehabilitation plans, job placement services, and employment supports that lead to success in finding, keeping, retaining, or advancing in employment.

Applicants that meet the above minimum qualification will be further evaluated on the following for both levels:

Human relations skills including ability to negotiate, collaborate, build, and maintain positive working relationships with job seekers and employers.

Incumbent must maintain valid driver's license, & insurance, OR have other reliable transportation. Travel arrangements can be made with drivers employed by State Services for the Blind upon request and depending on availability.

Preferred Qualifications

Skill in communicating in a second language.

Experience in:

- Working with individuals who are Blind, visually impaired, or DeafBlind.
- Interpreting and explaining in plain language complex information such as guidelines, regulations, policies, medical and psychiatric reports.
- Analyzing assessment information sufficient to identify and address the customer's vocational rehabilitation needs.
- Applying counseling techniques sufficient to conduct an effective diagnostic interview, to assist the client in completing the rehabilitation plan, and address any issues that emerge during the customer's rehabilitation process.

Our employees are dedicated to ensuring cultural responsiveness. Preferred candidates will have a variety of experiences working effectively with others from different backgrounds and cultures.

Additional Requirements

This position requires successful completion of the following:

Resumes of all applicants to this posting will be evaluated against the Minimum Qualifications stated above. If your skills match the required skills for this position, the department may contact you. Employee reference checks will be conducted on all finalists. This may include a review of documentation related to job performance and education. It includes contact with the applicant's current and/or former employers.

A Criminal Background Check will be conducted on all finalists for this position. A criminal conviction will not automatically remove you from consideration for employment.

When the position requires travel and the applicant drives a state owned or leased vehicle, a driver's license record check will be conducted.

Must be legally authorized to work in country of employment without sponsorship for employment visa status (e.g., H1B status).

This position requires an Adjustment to Blindness immersion training program. The immersion experience helps new employees understand what's possible for people who are blind, DeafBlind, or visually impaired by allowing them to experience it for themselves. The training takes place at an Adjustment to Blindness training center and can run up to 6-7 weeks.

How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us. For additional information about the application process, go to <http://www.mn.gov/careers>.

If you have questions about the position, contact Sarah Beaverson at sarah.beaverson@state.mn.us.

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Talent Acquisition at talent.acquisition.deed@state.mn.us.

The Department of Employment and Economic Development is an equal opportunity, affirmative action, and veteran-friendly employer, and encourages all qualified candidates to apply for job opportunities. If you are an individual with a disability who needs assistance or cannot access the online job application and search tools, please contact Karen Lilledahl at Karen.Lilledahl@state.mn.us. Please indicate what assistance is needed.

Why Work for Us

Diverse Workforce

We are committed to continually developing a workforce that reflects the diversity of our state and the populations we serve. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve the people of Minnesota.

A recent engagement survey of State of Minnesota employees found:

- 95% of employees understand how their work helps achieve their agency's mission
- 91% of employees feel trusted to do their jobs
- 88% of employees feel equipped to look at situations from other cultural perspectives when doing their job
- 87% of employees report flexibility in their work schedule

Comprehensive Benefits

Our benefits aim to balance four key elements that make life and work meaningful: health and wellness, financial well-being, professional development, and work/life harmony. As an employee, your benefits may include:

- Public pension plan
- Training and professional development
- Paid vacation and sick leave
- 11 paid holidays each year
- Paid parental leave
- Low-cost medical and dental coverage
- Prescription drug coverage
- Vision coverage
- Wellness programs and resources
- Employer paid life insurance
- Short-term and long-term disability
- Health care spending and savings accounts
- Dependent care spending account
- Tax-deferred compensation
- Employee Assistance Program (EAP)
- Tuition reimbursement
- [Federal Public Service Student Loan Forgiveness Program](#)

Programs, resources and benefits eligibility varies based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

AN EQUAL OPPORTUNITY EMPLOYER

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. The State of Minnesota recognizes that a diverse workforce is essential and strongly encourages qualified women, minorities, individuals with disabilities, and veterans to apply.

We will make reasonable accommodations to all qualified applicants with disabilities. If you are an individual with a disability who needs assistance or cannot access the online job application system, please contact the job information line at [651-259-3637](tel:651-259-3637) or email careers@state.mn.us and indicate what assistance is needed.