



## Caretta Counseling Alliance

Open Position: Clinical Associate-Level Mental Health Therapist  
Full Time at Private Group Practice in Washington State.

### Position Overview:

Clinical associate therapist will provide outpatient individual Teletherapy to adult LGBTQIA2S+ patients of Caretta Counseling in Washington State.

We are currently looking for associate level therapists or counselors who are anti-racist, social justice minded, and ready to be a part of a growing team. If you are a fully licensed therapist transitioning from community health or just don't want the bother of running a business, feel free to apply.

### Our Mission:

We provide a safe space for queer people to process life's stressors, build positive self-regard, and foster healthy relationships and communities — all while navigating a social, political, and educational system that has intentionally and actively been set up to suppress and oppress them. Our counselors are in the LGBTQIA2S+ family and are highly qualified to understand and hold space for the unique struggles of living in the world as an oppressed person while navigating the everyday stressors of life.

*"My goal is to build associate level therapist's caseloads to satisfy the required supervised hours for licensure while I guide you in the industry, provide a CEU stipend, support you as you prepare to take your boards for full licensure, and celebrate you as you turn your Caretta Counseling caseload into your own private practice." ~ Morgan Watson, LMHC*

### About Caretta Counseling:

Here at Caretta Counseling, we believe in creating the best atmosphere for our clients and employees and giving back to our queer community. Our mission is to help members of our communities reconnect with the things that are truly important and watch them thrive, both in their own lives and in their relationships. We strive to make wellness a down to earth practice. Our vision is to eliminate mental health stigma by creating awareness of, appreciation for, and acceptance of mental health self-care.

## Our Values:

Caretta Counseling lives by values that guide who we are as a team and how we present to our communities. We hire staff who bring these values to life.

Creating strong relationships: Building strong, meaningful relationships is a basic need for all of us. We value building relationships within our community and helping our clients do the same. We extend that value at Caretta Counseling to promote strong, lasting bonds within our team and to work collaboratively both in the office and out in the community.

Serving the community: Part of our mission is to contribute to promoting wellness within the community through speaking engagements, and financial contributions. Examples of past donations are The Block Project in Seattle that is uniting homeowners that have room to spare in their backyard with a resident that has been homeless, providing them with their own self sufficient Block Project Tiny Home, and YouthCare. YouthCare works to end youth homelessness and to ensure that young people are valued for who they are and empowered to achieve their potential.

Promoting inclusion: We promote hiring clinicians of varying backgrounds, beliefs, and specialties to better serve the diverse and unique experience of our clients. It's also important that our office promotes a foundation of diversity, equity, and inclusivity in its culture and practice.

## Position Duties/Responsibilities:

- Perform Telehealth clinical counseling services to patients of Caretta Counseling, as scheduled, and in accordance with company policies.
- Regular and reliable attendance and timely arrival to work is required.
- Be properly licensed and abide by all laws, rules, regulations, and codes of ethics that are binding upon or applicable to the services performed for Caretta Counseling.
- Respond to patients' requests for service or calls within 24 hours whether such requests are made in person, by phone, voicemail, etc. or through the Caretta Counseling website. Respond to such requests by meeting, evaluating, and providing services to such patients.
- Communicate with a patient's treatment team (i.e., PCP, psychiatrist, school, etc.) as necessary.
- Complete in a timely fashion, written records for each patient including, but not limited to: intake notes, progress notes, treatment plans, termination notes, contract notes, and other forms or documents which may be needed or required from time-to-time by Caretta Counseling or third parties in conjunction with the treatment of the patient within a timely fashion (within 48 hours). Keep patient files accurate and up to date.

- Attend mandatory staff meetings and training as directed by Caretta Counseling.
- Conduct and regulate counseling services in a professional manner so as to maintain and increase the good will and reputation of Caretta Counseling. Be respectful of and cooperative and collaborative with co-workers.
- Possess a passion for working with others (being collaborative) and helping our team members grow and learn.
- Other duties as may be assigned.

### Qualifications and Skills:

- Align with Caretta Counseling mission, vision, and values.
- Must be punctual in reporting to work.
- Master's Degree in mental health, clinical psychology, clinical social work, or other mental health field. Active, LMHC, LMHCA, LMFT, LMFTA, LICSW, LICSWA in the state of Washington. A copy must be provided to Caretta Counseling.
- Available to hold at least 25 patient sessions per week, provided such sessions are available and referred/scheduled by Caretta Counseling.
- Be organized and detail oriented.
- Be a team player.
- Be able to work independently on tasks assigned.
- Have strong written and verbal communication skills and strong interpersonal skills.
- Have at least one niche market for counseling services (i.e., gender/sexuality, trauma, anxiety, grief, SUD, etc.).

### Employee Benefits:

- Full caseload and your own private practice at licensure.
- Individual supervision for licensure (up to 1.5 hours per week).
- Professional headshot and bio to be included on our website (we welcome a picture of your pet if you would like).
- Profile for marketing on [PsychologyToday.com](https://www.psychologytoday.com)
- [National Board for Certified Counselors](https://www.nbcc.org/) (NBCC) licensing and exam fees.
- CEU support, starting with [Bridging the Gap Virtual Summit](https://www.bridgingthegap.org/), 10 hours (10 CEUs) available through April 24, 2023.
- Malpractice Insurance
- Attorney Fees

- All administrative and billing functions will be handled by our Operations team. Monthly fees we cover include [Therapy Notes EHR](#), credit card processing, professional biller, accountant, payroll, and more.
- Paid opportunities to speak about your specialty in the community to attract your ideal clients.
- Google Workspace professional email; Paubox email encryption.
- Chrome book for the duration of employment.
- Hourly wage paid during onboarding, training, and team meetings.

## Compensation:

The pay rate schedule at Caretta Counseling is tiered:

- Tier 1 - Forty percent (40%) for 1-14 patient sessions per week (approximately \$41/hr)
- Tier 2 - Forty-five percent (45%) for 15-22 patient sessions per week (approximately \$53/hr)
- Tier 3 - Fifty percent (50%) for 25 or more patient sessions per week (approximately \$61/hr)
- 5% bi-annual bonus

We cap client hours per week at 27 to prevent clinician burnout and maintain at least 25 client hours after the typical cancellations for illness and holidays.

## This position perfect for you if you're:

- Aligned with Caretta Counseling's mission, vision, and values.
- Social justice oriented and practice anti-racism work.
- Creative, engaged in doing good work, and excited by furthering our mission to making wellness a down-to-earth practice.
- Able to take direct and constructive feedback and run with it.
- Interested in growing your own private practice with the support of Caretta Counseling.

Grow with us as we build your caseload, supervise you, guide you in the industry, support your study for full licensure, and celebrate you as you turn your Caretta Counseling caseload into your own private practice!