



Clinical Therapist Job Description Couple/Parent/Family

Position Overview:

Empower Family Therapy is hiring a full-time, in person/hybrid (Oak Park office) therapist. **Must have experience working with couples, parents, & families, and training/experience using systemic family therapy techniques.** Therapist must have experience and interest in utilizing family systems theory and up-to-date parenting strategies in their work. We are currently looking for therapists who are anti-racist, social justice minded, and ready to be a part of a dynamic, fun, and collaborative team.

This position reports to: Tina Shrader, Owner

About Empower Family Therapy: Empower Family Therapy is a private practice specialized in providing mental health counseling services to all members of the family unit. Clinical therapy services include treatment of children, adolescents, parents, adults, couples and families. We believe in creating a work environment in which therapists, in all stages of their career, can learn and practice sustainable practices towards providing therapy services. We are committed to providing the highest quality therapy services to our community, and being a place where families feel safe and supported. Our mission is to empower our clients with the tools they need to not only make, but sustain changes they want to see in their lives and relationships. We are a diverse team of therapists who are committed to life-long learning and ongoing career development.

Our Values: Empower Family Therapy 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.

Social Justice & Cultural Competency: Our practice is dedicated to being a safe and affirming place for all people, staff and clients.

Systemic Lens: Whether we are in session with an individual, a couple, or a family- we are constantly using our systemic lens in how we are conceptualizing our client. We recognize that it is impossible to 'meet with an individual,' and we must always be considering the systemic impacts on our client and their symptoms.

Family Focused: We are not just 'family friendly,' we are family FOCUSED and family SPECIALIZED. We do not just tolerate children in session, we embrace and encourage the family dynamics that are present!

Quick to Support & Available in Times of Need: One of the most important values we have, is that we are quick to support potential clients and engaged clients.



Offering Support to the Whole Family: We enjoy keeping our clients 'in the family,' so if you're meeting with a couple and their son needs a therapist we can refer within our own practice and provide a 'warm hand off.' This keeps clients from having to go back to the daunting pool of therapists, trying to find a good fit.

Goal & Skill Oriented: Clients of Empower Family Therapy know their goals, they know why they're here and what they're working on. Goal conversation and progress evaluation is a conversation that is part of every session

In addition to the above values we present to our community, we have several important internal values in our company that we uphold as a place of employment and clinical development. **Healthy Work/Life Balance:** Clinicians are encouraged to maintain their own schedule and time management. Clinicians get to choose their own productivity number (above 10/week) and are encouraged to identify and maintain their own work-life balance. **Learning & Implementing Good Habits:** Empower has policies and tools to support staff through the notoriously hardest part of the job- documentation and paperwork! It is imperative that our staff learn and consistently implement good habits related to documentation and administrative benchmarks for overall success in their job and the field overall. **Sustainability in the Field:** It's critical that our staff are not only learning habits that lead to career sustainability and avoid burnout, but that they are also managing the emotional and personal side of the career with intention. Empower aims to help clinicians grow into a career in which they are able to identify and implement skills to manage the emotional weight of the work while also making this a sustainable career financially. **Like-Minded Team:** At Empower you will find a team of like-minded therapists who, although may be in different places in their career, are all facing the same challenges and growth opportunities. We are proud to be a practice that systemic and relationally focused therapists feel encouraged to practice and thrive.

Duties/Responsibilities:

- Perform on-site clinical counseling services to patients of Empower Family Therapy, 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 Empower Family Therapy.
- 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 Empower Family Therapy 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.
- Timely complete 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 Empower Family Therapy or third parties in conjunction with the treatment of the patient within a timely fashion. Keep patient files accurate and up to date according to company policies.

- Charge patients for services provided consistent with the policy and rate for such services as established by Empower Family Therapy.
- Attend mandatory staff meetings and training as directed by Empower Family Therapy.
- Availability for select weekday evenings & weekends appointments
- Conduct and regulate counseling services in a professional manner so as to maintain and increase the good will and reputation of Empower Family Therapy. Be respectful of and cooperative and collaborative with co-workers.
- 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 Empower Family Therapy mission, vision, and values.
- Must be punctual in reporting to work and appointments
- Master's Degree or Doctoral Degree in counseling or social work; and
- If licensed, a copy of your active, unrestricted license (PhD, PsyD, LCSW, LMFT or LCPC) in the State of Illinois or Florida, must be provided to Empower Family Therapy.
- Available to hold at least 20 patient sessions per week, provided such sessions are available and referred/scheduled by Empower Family Therapy.
- 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.
- Prior work experience required, experience in a counseling setting highly preferred.
- At least three years' couple and/or family work experience preferred.
- Ability to demonstrate mastery of couple and family clinical skills and strategies, and a systemic approach to therapy.
- Have at least one niche market for counseling services (i.e., children, teens, trauma, anxiety, grief, anger management, etc.) in addition to couples and family work.
- Current approval as an in-network provider with BCBS (highly preferred).

The perfect candidate would be:



- An AMFT or LMFT. We would be willing to consider candidates with other licensures who have had significant experience and/or training working with couples and families with a systemic lens.
- Availability to maintain a full-time in office schedule with weekday evening and weekend availability
- Has a marketable niche or area of expertise within the scope of couples, families, parenting, or kids/teens
- Willingness to panel with select insurance plans and accept sliding scale clients
- Invested in anti-racist efforts, and pursues social justice in their personal and professional lives
- Consistently completes documentation in a timely manner, and prioritizes organization and prompt communication to colleagues & clients
- An independent worker who knows when to ask for help and how they prefer to receive feedback
- Willingness and interest in social media, blogs, and video as a means of engaging and marketing to new clients
- Interest in learning the small business side of private practice
- Weekday and weekend availability to (maintain a caseload of 20+ clients weekly (flexibility to start with part-time and grow into full-time)
- Open to and interested in opportunities of co-therapy with other therapists in the practice

This position is not right for you if you're:

- Someone just looking for a job to clock in and out of.
- Someone who does not prefer relational/systemic therapeutic work
- Someone who doesn't feel passion for our mission, vision and values.
- Someone who only wants weekday afternoon appointments
- Someone who's not a team player or prefers not to work collaboratively.
- Someone who wants to own their own business/practice in the near future. The ideal person is invested in time and energy in Empower Family Therapy.
- Someone who doesn't like to hop in and help others get their work done - we highly value teamwork.

This position perfect for you if you're:

- Aligned with Empower Family Therapy mission, vision, and values.
- Energized by helping others in a team and contributing to the growth of Empower Family Therapy and the communities we serve
- Social justice oriented and practice anti-racism work in personal and professional life.
- 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.



Compensation & Benefits

Compensation for this W2 position is based on an hourly clinical rate ranging from \$50-\$65 depending on experience, education/degree, licensure status, and full-time vs. part-time status.

Empower Family Therapy provides eligible employees with the following benefits:

- Major medical and dental coverage BCBS PPO & Guardian, (only full-time staff are eligible for medical benefits and Empower offers contribution)
- Aflac supplemental insurance (Empower will contribute for full-time staff), professional liability insurance (\$1,000,000 p/occurrence and \$3,000,000 in the annual aggregate)
- Flexible time off & Paid sick time
- Optional retirement plan through Vanguard with 3% employer match
- Individual & group supervision opportunities
- Opportunities for reimbursement for licensure fees, trainings/CEU's, and outside supervision

Application Instructions:

To be considered for this position, please send the following materials to Tina Shrader at

Hello@empowerfamilytherapy.com

- Resume or CV
- Cover letter
- 2 or more references, one professional and one personal, that can speak to why you are the exemplary candidate for the qualities listed above. Plus, a few sentences for each of why you chose them.
- A 60-90 second introduction video sharing why you are the ideal candidate for this position (no need to be fancy, a simple video on your phone/computer is wonderful- we are really hoping to get a sense of your personality & comfort with technology more than anything else)

Applications that do not follow these requests will not be considered.