



Healing Arts Collaborative

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Hiring Call, Mental Health Clinicians, 2023

To Apply: Please read the entire hiring call before applying. Email your Resume/CV, Cover Letter, Current License, and References with Subject: *Mental Health Clinician Application* to info@healingartscollaborative.com. Questions may be directed to this email address. Interviews will be scheduled throughout the remainder of 2023.

The Mental Health Clinician (MHC) position is a W2 employee classified, commission-based position and is responsible for supporting therapy clients in alignment with Healing Arts Collaborative's mission and values (below). This position offers options for telehealth, in-person, and hybrid work plans, depending on the clinician's preference. The ideal candidate is a team player with a clear orientation to their values, who can accept feedback and direction while also being an independent, self-motivated leader. Ideal candidates will have expert knowledge of 2SLGBTQIA+ population needs through professional practice, training, or lived experience. Clinicians who self-identify as transgender, nonbinary, intersex, two spirit, gender diverse / gender expansive, LGBTQA+, BIPOC, and/or bilingual are encouraged to apply.

About Healing Arts Collaborative:

Healing Arts Collaborative (HAC) is a community-driven therapy and healing arts practice based on Occaneechi, Shakori, Cheraw, Tuscarora, and Lumbee ancestral land (commonly called Durham, NC). We are mental healthcare workers committed to providing safe, affirming, and culturally competent healthcare for our 2SLGBTQIA+ community in a private practice setting.

HAC practitioners are committed to decolonial, abolitionist, anti-racist, anti-ableist and liberation principles in our work and personal lives. Our therapy style is person-centered, trauma-informed, queer- and gender-celebratory, sex-positive, fat positive, anti-oppressive, and creative. We value personal and collective artistic, musical, movement-based, dramatic, and written expression, and hold space for these liberatory practices in and outside of therapy sessions.

We are inspired by wellness frameworks that acknowledge the impact of personal, community, and environmental relationships and systems of oppression on a person's development, health, and well-being, including [Healing Justice](#), [Relational-Cultural Counseling](#), [Health at Every Size](#), [Harm Reduction](#), [Social Justice Art Therapy](#).

We work together with our clients to challenge the Medical Industrial Complex, white supremacy, ableist cis-hetero patriarchy, and related oppressive systems by naming individual and collective experiences of oppression and learning to live into our innate power. More information about our practice is available at healingartscollaborative.com.

Job Responsibilities:

Job responsibilities may vary depending on the specific needs of the organization, but will include:

- Conduct strength-based, trauma-informed psychosocial assessments and screenings to formulate, develop, and implement comprehensive psychosocial treatment plans in a culturally mindful way.
- Utilize appropriate clinical treatments and interventions, including: crisis intervention, brief and long-term individual, relational, family and/or group therapies.
- Maintain confidentiality around patient personal health information, per HIPAA.
- Maintain patient treatment plan and case notes in a timely manner according to clinic guidelines and standards.
- Attend weekly team / administrative meetings (one meeting per week on average, with some exceptions).
- Perform other related duties incidental to the work described herein.

The above statements describe the general nature and level of work being performed by individuals assigned to this classification. This is not intended to be an exhaustive list of all responsibilities and duties asked of contractors so classified.

Compensation and Benefits:

Commission-based pay is based on direct client service hours, ranging from approximately \$50 - \$110 per client service hour depending on level of licensure and participation with insurance networks. Minimum requirement of 15 client service hours (therapy appointments) per week. Clinicians may choose to schedule more than 15 appointments per week if desired. The commission rate encompasses payment for the therapy session, all pre- and post-session paperwork/notes, all communication with patients, onboarding, and general marketing associated with providing patient services.

Once hired, Healing Arts Collaborative will provide options for:

- Office space for in-person and/or telehealth sessions (in-person, virtual, or hybrid work plans available)
- Marketing and client recruitment assistance.
- Insurance paneling with Blue Cross Blue Shield, NC State Health Plan, Aetna, and other networks.
- Access to professional email address, fax number, phone number, Google Suite, and SimplePractice Electronic Health Record.
- Billing Specialist who handles all insurance claims and payments (including support with Out-of-Network claims).

Additional benefits:

- A caring team of clinicians in a workplace that values community care, social justice, and work-life balance, and is characterized by mutual respect and accountability.
- Clinician creates their own schedule and determines their own days off. Unlimited sick and leave time. Four (4) weeks of vacation annually.
- Complimentary group clinical supervision sessions led by a LCMHC/ATR-BC Qualified Supervisor, with a focus on creativity in clinical practice. Clinicians are welcome to count these sessions toward their required hours if eligible (clinicians can check with their licensing board to verify eligibility).
- Optional team retreats and opportunities to socialize with coworkers and in community.

Please note:

- We thrive in a culture of mutual accountability, safety, and respect. Our team members, including leadership, actively practice self-reflexivity and giving/receiving feedback in compassionate, productive ways. Clinicians are always encouraged to ask questions and provide feedback to leadership, even and especially around sensitive topics.
- HAC is not able to offer health insurance benefits at this time (but hopes to do so in the near future). We recommend that clinicians in need of health insurance coverage consider purchasing a plan through the Health Insurance Marketplace ([healthcare.gov](https://www.healthcare.gov)). These plans are eligible for the [Premium Tax Credit](#).
- HAC is not able to offer individual supervision hours at this time, and we are not able to cover the cost of external supervision.

Qualification Requirements:

- MA, MS, PhD, or PsyD in a mental health field.
- Licensed as LCHMC(A), LCSW(A), LMFT(A), or LP(A) in the state of North Carolina.
 - Fully licensed clinicians preferred; highly qualified provisionally licensed clinicians are welcome to apply.
- Willing to work minimum 15 clinical hours (53-60 minute client appointments) per week.
- Extensive, ongoing personal work in the following areas:
 - Dismantling white supremacy and anti-Black racism,
 - Embracing sexual and gender diversity,
 - Examining own intersecting experiences of privilege and oppression.
- Clear theoretical therapeutic orientation that encompasses abolitionist, liberation focused healing praxis.
- Demonstrated history and experience working for and with people with marginalized and minoritized identities.
- Openness to blending creativity and expression with clinical practice.
 - Includes writing, poetry, visual expression, sound/music, movement, drama, play, etc.
- Able to receive and provide direct, constructive feedback with compassion and empathy.
- Able to make tough decisions, hold boundaries, have difficult conversations, lead in a candid manner.
- Prior experience working in a private practice setting is preferred, but not required.