



Full-time Mental Health Therapist 2026

We are seeking a full-time Mental Health Therapist who is passionate about the mission and values of RECLAIM. We're building a community of emerging and experienced practitioners who apply 3rd Wave CBT principles and other modalities to their practice. RECLAIM strives to recruit candidates who share the identities of the clients we serve, including those from LGBTQ+ and/or BIPOC communities.

Candidates are encouraged to apply even if they don't meet 100% of the requirements.

Salary Range: \$55,000-\$58,000 (provisionally licensed); \$64,000-\$67,000 (independently licensed)

Hours/Benefits: 37.5-hour work week, generous PTO, benefits eligible. Hours are purposely below the average 40-hour work week to honor employees' personal time and needs.

Job Type: Hybrid with flexibility

Job Summary:

- Provide individual, relational, family, and group therapy services utilizing a structured therapy approach consistent with a managed care environment.
- Maintain appropriate and timely treatment and documentation records.
- Respond to requirements of managed care, payer, grant, and donor sources for quality assurance and customer satisfaction.

Job Expectations:

- Demonstrate clinical competence in conducting individual, relational, family, and group therapy.
- Utilize a structured therapy approach maintaining a minimum 65% direct productivity level.
- Develop and maintain positive and collaborative relationships.
- Demonstrate a positive approach in the development, promotion, and implementation of customer service and clinical quality improvement initiatives.
- Interact in a positive and facilitative manner with all internal and external stakeholders.
- Meet or exceed RECLAIM's clinical department, managed care, and payer-related quality assurance and customer satisfaction standards.
- Maintain complete medical records.
- Ensure timely and clinically descriptive documentation.
- Comply with RECLAIM's policies and standards.
- Complete required processes for client registration.
- Initiate and maintain required processes for treatment authorization and billing.
- Complete required processes for discharge including billing, clinical, and medical records requirements.
- Accept direction from Clinical Director.
- Accept delegation of assignments.
- Respond positively to supervision and constructive feedback.
- Support a positive work environment.
- Maintain technical and practical knowledge essential to job functions.
- Access and keep up to date with educational resources and attend internal and external educational offerings relevant to development and maintenance of clinical skill base.

Organization Expectations, as applicable:

- Demonstrate ability to provide care or service, adjusting approaches to reflect developmental level and cultural differences of population served.
- Partner with client caregivers in care/decision making
 - Communicate in a respectful manner
 - Ensure a safe, secure environment
 - Create an individualized plan of care to meet client needs
 - Modify clinical interventions based on population served
 - Provide client education based on an assessment of learning needs of client/caregiver
- Fulfill all organizational requirements
 - Complete all required learning relevant to the role
 - Comply with all relevant laws, regulations, and policies
 - Engage in interactions with others in a manner aligned with RECLAIM's mission and values
- Perform other duties as assigned.

Minimum Qualifications to Fulfill Job Responsibilities**Required Qualifications**

- Master's degree in psychology, social work, or marriage and family therapy.
- Provisionally licensed: valid LGSW, LAMFT, or LPC in the State of Minnesota.
- Intimate knowledge of how to support people around experiences of sexual orientation and gender identity as it intersects with other aspects of identity.

Preferred Qualifications

- Fully licensed and credentialed: valid LICSW, LMFT, LPC or LP license in the state of Minnesota.
- Two years of experience in outpatient settings working with managed care utilizing an evidence-based therapy approach.
- Experience in supporting clients through the informed consent process for gender affirming medical procedures.
- A clear commitment to actively work for social and racial justice.
- Experience collaborating with social service organizations to meet the needs of youth.
- Experience facilitating therapeutic groups.
- Ability to rapidly connect with adolescents and young adults.
- Ability to connect with and include caregivers in therapeutic care as appropriate.
- Experience providing community training and facilitation.

Level to which this Job reports: Clinical Director

To apply, send resume, cover letter, and three professional references to RECLAIM's Clinical Director, Tania Soto at Tania@reclaim.care

Position open until filled.

RECLAIM increases access to mental health care for queer and trans youth so they may reclaim their lives from oppression in all its forms. We specialize in supporting youth and young adults ages 12-25 around sexual orientation and gender identity exploration, in addition to treating other mental health concerns impacting youth and young adults. We provide financially accessible therapy to youth and their families, and we engage in community events and offer training and consultation services to help partners improve their ability to work with queer and trans folx.

RECLAIM is an equal opportunity employer. It is our policy not to discriminate on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, citizenship, pregnancy or maternity, disability, work-related injury, veteran status, political ideology, genetic information, marital status, family status, or any other status protected by applicable federal, state, or local law.