



Mental Health Therapist – Independent Contractor

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 partner with youth and young adults ages 12-25 who are marginalized because of their gender identity, gender expression, and/or sexual orientation. We provide financially accessible therapy to youth and their families, as well as community training, consultation services, and outreach to partners to change the overall landscape of access to care for queer and trans youth.

We are seeking to contract with therapists in rural communities throughout Greater Minnesota to provide therapy to queer and trans youth on our behalf. We are building a community of emerging and experienced practitioners who apply 3rd Wave CBT principles to their practice. We specialize in supporting youth around sexual orientation and gender identity in addition to treating other mental health concerns impacting youth and young adults. RECLAIM strives to recruit candidates who share the identities of the clients we serve, including individuals from LGBTQ+ and/or BIPOC communities.

Contracted therapists will provide therapy to queer and trans youth who live in or around their local community. Therapists will be paid a rate of \$55-\$75 per completed session depending on their licensure status and experience. Caseload expectations will be set based on each therapists' availability and community interest. In addition to session payments, funds to support therapists' technological needs may be available. Supervision and access to specialized case consultation will be provided for the duration of the contract.

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

Position Expectations:

- Demonstrates clinical competence in conducting individual, relational, and family therapy
- Utilizes a clear, theoretical approach to therapeutic interventions
- Develops and maintains positive and collaborative relationships
- Promotes open and effective lines of communication with all active and potential stakeholders
- Demonstrates a positive approach in the development, promotion, and implementation of customer service and clinical quality improvement initiatives
- Interacts in a positive and facilitative manner with all internal and external stakeholders
- Meets or exceeds RECLAIM's clinical department, managed care, and payer-related quality assurance and customer satisfaction standards
- Maintains complete medical records
- Ensures timely and clinically descriptive documentation
- Complies with RECLAIM's policies and standards
- Initiates and maintains required processes for treatment authorization and billing
- Completes required processes for discharge including billing, clinical, and medical records requirements
- Accepts direction from Clinical Director
- Accepts delegation of assignments
- Responds positively to supervision and constructive feedback
- Supports a positive work environment
- Maintains technical and practical knowledge essential to job functions
- Accesses educational resources and attends internal and external educational offerings relevant to development and maintenance of clinical skill base

Organization Expectations, as applicable:

- Demonstrates ability to provide care or service, adjusting approaches to reflect developmental level and cultural differences of population served
- Partners with client caregivers in care/decision making
 - Communicates in a respectful manner
 - Ensures a safe, secure environment
 - Creates an individualized plan of care to meet client needs
 - Modifies clinical interventions based on population served
 - Provides client education based on an assessment of learning needs of client/caregiver
- Fulfills all organizational requirements
 - Completes all required learning relevant to the role
 - Complies with all relevant laws, regulations, and policies
 - Engages in interactions with others in a manner aligned with RECLAIM's mission and values

Minimum Qualifications to Fulfill Position Responsibilities

Required Qualifications

- Master's degree in psychology, social work, or marriage and family therapy
- Valid LGSW, LAMFT, or LPC in the State of Minnesota
- 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
- Experience and/or recent training in working from a 3rd Wave CBT perspective
- Two years of experience in outpatient settings working with managed care utilizing an evidence-based therapy approach
- Demonstrated 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
- Ability to rapidly connect with adolescents and young adults
- Ability to connect with and include caregivers in therapeutic care as appropriate

Level to which this position reports: Clinical Director

To apply, send resume, cover letter, and three professional references to RECLAIM's Clinical Director, Caitlin Baldwin MBA, MSW, LICSW at caitlin@reclaim.care.

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.