



**Independently Licensed Full-time Mental Health Therapist  
Spring 2023**

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 a full-time Mental Health Therapist who is passionate about the mission and values of RECLAIM. We are building a community of emerging and experienced practitioners who apply postmodern 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 is committed to recruiting candidates with lived experience in communities of color and/or Trans communities.

**Salary Range: \$63,000-\$66,000**

**37.5 hour work week, generous PTO, benefits eligible.**

**Job Summary:** Provide individual, couples, family, and group 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.

**Job Expectations:**

- Demonstrates clinical competence in conducting individual, couples, family, and group therapy
- Utilizes a structured therapy approach maintaining a minimum 65% direct productivity level
- 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
- Completes required processes for client registration
- 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
- Performs other duties as assigned

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

- Master's degree in psychology, social work, or marriage and family therapy
- Fully licensed and credentialed: Valid LICSW, LMFT, LPC or LP license 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
- Experience and/or training in working from a postmodern perspective

**Preferred Qualifications**

- 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
- 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:** Mental Health Supervisor/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](mailto:caitlin@reclaim.care).

Position open until filled. Interviews anticipated to begin in late April.

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.