



## **Clinical Therapist Job Description**

**Position Overview:** Clinical therapist will provide outpatient individual and group therapy to patients of NorthNode Group Counseling. Clinical therapy services include treatment of children, adolescents, adults, couples, and families. We are currently looking for couples' therapists or counselors who work with children, who are anti-racist, social justice minded, and ready to be a part of a dynamic, fun, and collaborative team. If you want to be part of a work family, apply!

**About NorthNode Group Counseling:** Here at NorthNode Group Counseling, we believe in creating the best atmosphere for our clients and employees and giving back to our community. Our mission is to help members of our communities reconnect with the things that are truly important and **thrive**, both in their own lives and in their relationships. We strive to make wellness a down to earth practice. Our vision is to eliminate mental health stigma by creating awareness of appreciation for, and acceptance of mental health self-care. We are a fun, dynamic, and collaborative team who values working collaboratively and helping improve the health and wellness of our communities.

**Our Values:** NorthNode Group Counseling 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.

**Creating strong relationships:** Building strong, meaningful relationships is a basic need for all of us. We value building relationships within our community and helping our clients do the same. It's also a hallmark of our business to promote strong, lasting bonds within our team and to work collaboratively both in the office and out in the community.

**Serving the community:** Part of our mission is to contribute to promoting wellness within the community through community involvement, speaking engagements, and financial contributions. It is our goal to reach more people and provide psychoeducational services to students, teachers, administration, and businesses through regular outreach in the community.

**Invest in quality:** We're committed to providing the best atmosphere for our clients and our team. Our commitment is seen in our beautiful workspace for our employees and a comforting space for our clients and in offering the extra touches



like coffee + tea stations, fun music, a collaborative environment for our team, and wrap around services for our clients. We promote

continued education for our clinicians through quarterly training in evidence-based practices so clients can feel safe knowing their therapist is always growing in their skill.

**Promoting inclusion:** We promote hiring clinicians of varying backgrounds, beliefs, and specialties to better serve the diverse and unique experience of our clients. It's also important that our office promotes a foundation of diversity, equity, and inclusivity in its culture and practice.

**Reports to:** Angela Robinson, LPCMH, NCC / Clinical Director

### **Duties and Responsibilities:**

- Perform on-site and virtual clinical counseling services to patients of NorthNode, 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 NorthNode.
- 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 NorthNode website. Respond to such requests by meeting, evaluating, and providing services to such patients.
- Communicate with a patient's treatment team (i.e., SUD Counselor, 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 NorthNode or third parties in conjunction with the treatment of the patient within a timely fashion (by Friday of each week). Keep patient files accurate and up to date.



- Charge and collect payments from patients for services provided consistent with the policy and rate for such services as established by NorthNode.
- Attend mandatory staff meetings and training as directed by NorthNode.
- Conduct and regulate counseling services in a professional manner so as to maintain and increase the goodwill and reputation of NorthNode Group Counseling. 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 may be assigned.

### **Qualifications and Skills:**

- Align with NorthNode's mission, vision, and values.
- Punctual in reporting to work.
- Master's Degree or Doctoral Degree in mental health counseling or social work
- Active, unrestricted license (LPCMH, LCSW, LMFT, CADAC, NP, PA) in the State of Delaware (fully licensed highly preferred). A copy must be provided to NorthNode.
- Available to hold at least 25 patient sessions per week, provided such sessions are available and referred/scheduled by NorthNode.
- 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 experience in a private practice setting (highly preferred).

- At least two years' experience post-unrestricted licensure (highly preferred).
- Have at least one niche market for counseling services (i.e., children, teens, trauma, anxiety, grief, anger management, etc.).

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

- Someone just looking for a job to clock in and out of.
- Someone who doesn't feel passion for our mission, vision, and values.
- Someone who's not a team player or prefers not to work collaboratively.
- Someone who wants to own their own business in the near future. If that's you, awesome! But we're not the place for you. We dedicate a lot of time to our teams, and provide the flexibility, autonomy, and space to allow each member of our team to get creative in their role. The ideal person is invested in time and energy in NorthNode.
- Someone who doesn't like to hop in and help others get their work done - we highly value teamwork.

**This position is perfect for you if you're:**

- Aligned with NorthNode's mission, vision, and values.
- Energized by helping others in a team and contributing to the growth of NorthNode.
- Social justice oriented and practice anti-racism work.
- Creative, engaged in doing good work, and excited by furthering our mission to make wellness a down-to-earth practice.
- Able to take direct and constructive feedback and run with it.

**Application instructions:** For consideration, please contact our Director of Human Resources, Marti Bell at 302-257-3135 or [mbell@northnodecounseling.com](mailto:mbell@northnodecounseling.com).