

Psychologist or Licensed Mental Health Counselor (LMHC) - Seattle, Washington

***Urgently Hiring *Multiple Positions Open *Hybrid**

Company Description

Sound Psychotherapy & Assessment is a well-established group practice comprised of licensed mental health therapists, psychologists, and psychometrists with offices in the West Seattle and SODO neighborhoods of Seattle. Our services include psychotherapy, psychological and neuropsychological testing, comprehensive evaluations, and other psychological services for a multitude of diagnostic, forensic, and therapeutic purposes. We strive to provide compassionate, integrative, and trauma-informed care and offer evidence-based and specialized services tailored to meet each client's individual needs.

Our mission is to provide integrative and trauma-informed care that addresses the biological, psychological, and social aspects of functioning in addition to promoting healing, growth, and resilience in our clients. We are also one of the most sought-after groups being hired to provide psychological, neuropsychological, and forensic evaluations and our assessment services set an unmatched standard of excellence.

Role Description

We are currently seeking compassionate and skilled therapists, both psychologists and Licensed Mental Health Counselors (LMHCs), to join our team. This is a hybrid role open to both full-time and part-time applicants and involves providing individual, couples, and/or family therapy and counseling services to a growing waitlist of clients who present with a wide range of mental health concerns, including trauma, depression, anxiety, adjustment difficulties, relationship problems, and other psychological disorders.

If you are committed to delivering evidence-based care, providing integrative and trauma-informed therapy, and working collaboratively in a supportive environment, we invite you to apply for this rewarding position.

Required Qualifications

- Doctoral or master's degree in Clinical Psychology (or related field)
- Current mental health license to practice in WA State (LMHC, LMFT, LICSW, Psychologist) in good standing.
- Associate licensed therapists (LSWAIC, LMFTA, LMHCA) can be considered but ideally would be license-eligible and/or able to become licensed within 9 months of hire.
- At least 2 years of supervised experience in conducting individual, couples, and/or family therapy sessions.
- The ability to operate independently and be a self-starter
- Strong knowledge and proficiency in evidence-based therapeutic interventions
- Excellent interpersonal and communication skills.

- EMDR certification preferred (or the willingness to become EMDR certified within the first 90 days of hire).
- Build and maintain a caseload of 25 or more client appointments/per week (with at least 28 available appointment slots per week) and at least 1200 client sessions completed per year.

Responsibilities:

- Provide individual, couples, and/or family therapy to clients across the lifespan, tailoring interventions to address a range of mental health concerns.
- Implement evidence-based therapeutic interventions, such as Cognitive Behavioral Therapy (CBT), Acceptance and Commitment Therapy (ACT), Dialectical Behavior Therapy (DBT), Eye Movement Desensitization and Reprocessing (EMDR), and other specialized modalities.
- Demonstrate a commitment to providing trauma-informed therapy by creating a safe and supportive environment for clients. Utilize trauma-focused approaches and interventions to address the impact of adverse childhood experiences and other forms of trauma.
- Ensure timely and accurate completion of clinical documentation, including session notes, intake notes, progress notes, treatment plans, termination notes, and assessment reports (within 48 hours of appointment).
- Engage in collaborative discussions, case consultations, and team meetings to ensure coordinated care and effective communication among providers and administrative staff.
- Engage in ongoing professional development activities, including attending relevant workshops, seminars, and conferences. Stay abreast of the latest research, evidence-based practices, and therapeutic modalities.
- Adhere to legal, ethical, and professional standards and ethical guidelines, maintain confidentiality, privacy, and appropriate boundaries in all interactions with clients and colleagues, and comply with relevant laws, regulations, and licensing requirements at all times.
- Exhibit cultural sensitivity and awareness, recognizing and valuing the diversity of clients by fostering an inclusive and culturally informed environment that respects individual differences and experiences.

Ideal Candidate

In addition to the requirements and responsibilities above, our ideal candidate would:

- Be willing to take ownership of your practice and caseload by scheduling follow-up appointments, and engaging clients on the waitlist.
- Have the ability to self-reflect with a growth mindset.
- Respond to feedback with grace and humility.
- Seek feedback from supervisor, peers, and colleagues.
- Utilize kind, respectful, and professional communication
- Provide responsive, accountable, and high-quality mental health services that are relevant to and prioritize those who are most impacted by trauma and oppression.
- Be interested in growing with the company, possibly into a leadership role
- Have an interest in supervising, mentoring, and onboarding new clinicians and interns.

Additional Opportunities & Responsibilities

- *Evaluation Services:* Receive supervision and training in providing comprehensive evaluation services in the areas of neurocognitive/neuropsychological evaluations, forensic evaluations, diagnostic evaluations, risk assessments, parenting evaluations, and/or disability evaluations.
- *Perform psychological and neuropsychological assessments:* Provide comprehensive neurocognitive, psychological, and/or diagnostic evaluations for the purposes of treatment planning and diagnostic clarification. Administer, score, and interpret assessments to evaluate clients' cognitive functioning, emotional well-being, and other psychological factors. Generate comprehensive assessment reports that contribute to diagnostic clarification, treatment planning, and appropriate interventions.
- *Supervision:* Provide individual and group supervision and didactic training to interns and trainees (if/when applicable).

Compensation

- **Competitive pay:** Pay is based on experience, the number of clients served, office space utilization, and hours worked.
 - *Associates:* Pay for master's level associates typically ranges between 50K to 75K
 - *Clinicians:* Pay for fully licensed master's level clinicians typically ranges between 65K to 95K working full-time
 - *Psychologists:* Pay for licensed psychologists working full-time typically made between 100K to 130K, though they can make more if they provide psychological evaluations.
- **Employment Type:** Full-time team members are typically compensated as W2 employees, while part-time members are typically considered to be contractors/1099 providers; however, employment type depends on other projects or jobs you may be involved in and the number of hours worked.
- **Benefits:** You will receive the following additional benefits as part of the compensation package for full-time employees:
 - A health insurance stipend
 - Paid Family Medical Leave
 - Malpractice Insurance
 - Professional Liability Insurance
 - General Liability Insurance
 - 2 weeks of PTO/sick time per year
 - License Renewal
 - Retirement plan with matching after 1 year of full-time employment

Other Benefits

- **Consistent referrals:** As a premier mental health brand built over 15 years, we have a tremendous word of mouth presence and you should be able to establish a full clinical caseload within the first 30 days.
- **Flexible schedule:** You are always in control of your schedule and appointment times – you choose your hours and set your schedule.
- **Insurance Credentialing:** You will be able to become paneled with major insurance payors our group is contracted with that may be closed to individual providers, including Regence, Aetna, First Choice, Premera, Lifewise, and more.
- **EHR:** Our group uses one of the top EHR platforms (Simple Practice) and custom note templates are provided to help you meet insurance requirements.
- **Billing:** We have an in-house billing specialist who will submit and process all of the claims so all you have to do is see your clients and document your appointments.
- **Marketing:** You will be marketed and promoted as an associate with Sound Psychotherapy & Assessment, which means that you are part of a premier mental health brand built over 15 years of collaboration and partnership with local healthcare organizations, individual providers, and a tremendous word-of-mouth presence.
 - **Website Profile:** Your professional photo and profile will be added to the Sound Psychotherapy & Assessment website.
 - **Psychology Today:** You will be provided with or reimbursed for a profile on psychologytoday.com
 - **Communication:** A professional email address and phone will be provided through Google Workspace.
- **Office Space:** There is current office space available at our SODO and West Seattle locations. Additional office space in either location can be added depending on interest, but you will also have the option of finding your own office space to operate independently or be paid for, furnished, and managed by the group.
- **Autonomy:** You are the licensed and trained clinician and we will defer to your clinical judgment and expertise about the most effective and clinically appropriate approach for each client.
- **Supervision & Consultation:** Weekly supervision is provided for associates and interns and monthly peer group consultation is offered for fully licensed therapists.
- **Continuing Education:** Continuing Education stipend offered after 1 year of employment.

Please submit your resume, cover letter, and references to Dr. Sierra Swing via email at drsierraswing@gmail.com with the subject line "Therapist Application."