



HOLISTIC COUNSELING CENTERS CLINICAL COUNSELOR

Clinicians at the Seeds of Awareness Holistic Counseling Centers (HCC) provide psychotherapy in a holistic, mindfulness-informed, and multidisciplinary setting. In addition to short and long-term psychotherapy for children, adolescents, adults, couples, and families, there are also opportunities for group work. Clients may be looking for support with issues such as depression and anxiety, relationship conflicts, low self-esteem, identity and boundary confusion, the effects of childhood trauma, and parenting. Some clients may have more severe and longstanding characterological problems. Additionally, some clients may come to the HCC primarily to work on personal growth, to explore their creativity, or career potential. Clinical experience in all the aforementioned areas is not required, instead we are seeking clinicians passionate about working holistically and mindfully with a diverse client load, taking part in a collaborative work environment, and sharing the responsibilities of running a counseling center.

Clinicians are part-time employees and must enjoy participating in a community of caregivers working together to support the health of their clients and one another. In addition to a culture of ongoing training, support, and mentoring, Seeds of Awareness offers opportunities for independence, professional development, and collegiality.

DESIRED QUALIFICATIONS

- Master's or Doctoral level degrees in counseling, social work, or psychology
- Experience working with children, adolescents, adults, couples, and/or families
- Cultural humility in diversity of race, culture, age, spirituality, gender, sexual orientation, ability, and socio-economic background
- Experience working with children with special needs
- Interest in social and emotional programming
- Personal mindfulness practice
- Highly collaborative and effective in developing and leading activities, games and exercises
- Organizational skills necessary to maintain regular communications with clients, co-facilitators, parents and admin
- Must be able to use technology effectively (Gmail, Google Apps)
- Must consent to tuberculosis test and background check

CLINICAL REQUIREMENTS

- Timely response to clients and client contacts
- Consistency with clients around appointment time and space
- Handle client financial matters with precision, directness and strength
- Maintain confidentiality and ethical awareness
- Fulfill the duties of a mandated reporter
- Maintain BBS notes
- Weekly individual supervision



- Weekly therapy with licensed psychotherapist - strongly encouraged
- Maintain a personal mindfulness practice - strongly encouraged

TIMES COMMITMENTS

- 2.5 hour Tuesday Trainings
- 1-1.5 hour weekly business meeting
- 1 hour weekly individual supervision
- 2 hour weekly phone shift
- Personal/collective marketing efforts (variable)
- Maintain an active client caseload (hours vary week-to-week)
- Complete weekly Board of Behavioral Sciences (BBS) notes (variable)
- Precise record keeping (phone shift, client info, room scheduling)
- Complete a community job, taking up to 0.5 hours a week
- Attention to and care-taking of the physical environment
- Trainees must commit to working with HCC until they become associates at which point they have the option of applying to transition into the Phase Model (see below)
- Associates and licensed clinicians must commit to working at least 1 year with HCC

SUPERVISION & TRAINING

- Seeds follows BBS regulations in regard to clinical supervision. HCC clinicians receive at least 1 unit of individual supervision per week. Additional supervision can be arranged on a case-by-case basis, based on license status and caseload. Our supervisors are licensed, experienced providers of clinical supervision for clinicians working with children, adolescents, adults, couples, and families.
- Weekly business meetings are a space for clinicians' professional development and collegiality.
- Monthly Seeds wide trainings and HCC specific trainings cover various clinically relevant aspects of the work.

COMPENSATION

Caseload Definition: A clinician's caseload is determined by the number of clients attending weekly sessions and whose fee is based on the HCC Sliding Scale. For example, clients coming to sessions every other week or paying less than \$25 per session do not count toward a clinician's caseload.

Trainee Agreement

Trainees with FCC commit to working until they become associates and cannot join Schools or Fiddleheads during their traineeship. When a trainee reaches a caseload of 7+ clients they begin receiving \$15 per client hour the following paycycle. If a trainee brings a caseload of 7+ clients with them from their previous placement they will immediately begin receiving compensation. We provide trainees with office space (at our Oakland and Petaluma offices), supervision, referrals, and malpractice and personal liability insurance. Trainees remain under the Trainee Agreement until they become associates at which point they can apply to move into the Phase Model. Note, some schools may not allow their practicum students to be paid. Please check with your program.



Phase Model

There are four “Phases” to being an associate or licensed clinician at HCC. Your licensing status and caseload determine which Phase you are in and how you will be compensated for your work. Clinicians with HCC commit to working for at least 1 year and have the option of applying to Schools or Fiddleheads after completing one season (approximately 3 months). If a clinician is already in Schools or Fiddleheads and wants to join the FCC they must complete one season before applying to work with HCC. There are two exceptions to the “one season rule”. One, the clinician was a trainee with the HCC. Two, the clinician is bringing their caseload with them from a previous placement. In any case, clinicians are expected to fulfill their time commitments to Schools or Fiddleheads and HCC.

Phase 1: Phase 1 clinicians receive \$18 per client hour with a caseload of up to 3 clients. If a clinician comes in with a caseload of 4-6 clients they can immediately start in Phase 2 (see Phase 2 below). If a clinician comes in with a caseload of 7+ clients they can immediately start in Phase 3 (see Phase 3 below). Clinicians can also choose to continue the Phase they are in even if they have the option to move to a different Phase. We provide Phase 1 clinicians with office space (at our Oakland and Petaluma offices), individual supervision, referrals, and malpractice and personal liability insurance.

Phase 2: Once a clinician has a caseload of at least 4 clients they can transition to Phase 2 the following paycycle. Phase 2 clinicians receive \$25 per client hour with a caseload of 4-6 clients. We provide Phase 1 and Phase 2 clinicians with office space (at our Oakland and Petaluma offices), individual supervision, referrals, and malpractice and personal liability insurance.

Phase 3: Once a clinician has a caseload of 7+ clients they can transition to Phase 3 the following paycycle. We provide Phase 3 clinicians with access to our Oakland and Petaluma offices at an hourly fee, occasional referrals, and malpractice and personal liability insurance. Clinicians receive client fees minus rent, supervision, a 15% admin fee (min. \$75/month, max. \$300/month), and a 15% payroll fee.

Phase 4: Once a clinician has fulfilled their 1 year commitment to HCC, has a caseload of 7+ clients, and is fully licensed they can transition to Phase 4 the following paycycle. We provide Phase 4 clinicians limited access to our Oakland and Petaluma offices at an hourly fee, occasional referrals, and malpractice and personal liability insurance. Clinicians receive client fees minus rent, a 15% admin fee (min. \$75/month, max. \$300/month), and a 15% payroll fee. Phase 4 clinicians are no longer required to attend trainings, weekly business meetings, or complete phone shifts. Periodic attendance at Seeds wide events will be requested.