



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 long standing 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 camaraderie.

DESIRED QUALIFICATIONS

- Currently possess or pursuing a Master's or Doctoral level degree in counseling, social work, or psychology
- Experience working with Medi-Cal clients or openness to receiving the necessary training
- 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 administration
- Must be able to use technology effectively (Gmail, Google Apps, AdvancedMD - Electronic Health Records System)
- 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

TIME COMMITMENTS

- Weekly Meetings on Tuesday's
 - Group Supervision: 9:15am-11:15am (optional for associates)
 - Trainings: 12:00pm-2:30pm
 - Business Meetings: 3-4pm
- 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 trainings and 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

Trainee Agreement

Trainees are unpaid, commit to working with HCC until they graduate, and cannot join Schools or Fiddleheads. We provide trainees with malpractice and personal liability insurance, referrals, 1 unit of individual supervision, 1 unit of group supervision, and access to our Oakland and Petaluma offices. Trainees remain under the Trainee Agreement until they graduate from their program. Trainees interested in continuing their work at HCC as associates can apply to move into the Phase Model. Applications for the Phase Model must be submitted 3 months prior to graduation.

Phase Model

Associate and licensed clinicians with HCC commit to working for at least 1 year and have the option of applying to Schools or Fiddleheads with the approval of the Program Directors. If a clinician is already in Schools or Fiddleheads and wants to join HCC they need the approval of the Program Directors before applying. In all cases, clinicians are expected to fulfill their time commitments to Schools or Fiddleheads and HCC.

There are three “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. A clinician’s caseload is determined by the number of clients who have completed their first session, are attending weekly sessions, and whose fee is determined by the HCC Sliding Scale or Medi-Cal, when applicable. A full caseload is 12+ clients with at least 4x Medi-Cal clients, 4x clients on the lower half of the sliding scale, and 4x clients on the upper half of the sliding scale.

Phase 1: Associates start by completing 6 months in Phase 1. Phase 1 clinicians receive \$20 per client hour and support in building a full caseload of 12+ clients. We provide Phase 1 clinicians with malpractice and personal liability insurance, referrals, 1 unit of individual supervision, 1 unit of group or triadic supervision (with caseloads of 10+), and access to our Oakland and Petaluma offices.

Phase 2: Once an associate has completed their first 6 months in Phase 1 and have a caseload of 12+ clients they can request to transition to Phase 2 the following paycycle pending review by the Program Director and Clinical Manager. We provide Phase 2 clinicians with malpractice and personal liability insurance, referrals, supervision at a fee, and access to our Oakland and Petaluma offices at a fee. Clinicians receive client fees minus supervision, rent, a 15% admin fee (min. \$200/month, max. \$500/month), and a 15% payroll fee.

Phase 3: Licenced clinicians can apply for Phase 3. We provide Phase 3 clinicians with malpractice and personal liability insurance, referrals, and limited access to our Oakland and Petaluma offices at a fee. Clinicians receive client fees minus rent, a 15% admin fee (min. \$200/month, max. \$300/month), and a 15% payroll fee. Phase 3 clinicians are not required to attend trainings, business meetings, or complete phone shifts. Periodic attendance at Seeds wide events will be requested.



NON-DISCRIMINATION POLICY

Seeds of Awareness, Inc. does not discriminate in any program, activity, or in employment on the basis of actual or perceived age, sex, race, ethnic background, veteran status, ancestry, pregnancy, national origin, physical or mental disability, medical information, marital status, genetic information, sexual orientation, gender or religion. People of all colors, gender identities and LGBTQIA are encouraged to apply.

CLINICIAN

Name

Signature

Date

SEEDS OF AWARENESS, INC.

Name

Signature

Date