



TRAIL AHEAD THERAPY

About

Trail Ahead Therapy is a group trauma therapy practice located in both Albuquerque, NM & Santa Fe, NM. We are currently offering services both in-person and via telehealth. Our practice offers trauma-informed care to adults, families and couples. This is a full-time position where therapists see an average of 25-30 clients per week.

We strive to create an inclusive, accepting, relaxed and fun working environment. Everyone is welcome to apply, regardless of experience providing psychotherapy. For us, the most important qualifications are: dedication to providing quality psychotherapy, curiosity and openness to feedback in order to continue learning, and best fit for our team.

Who Should Apply

Our team is looking for a progressive, collaborative & thoughtful clinician to join our practice. We may be a great fit if you are passionate about psychotherapy, have a non-pathologizing perspective, and are dedicated to providing trauma-informed care. Candidates should be comfortable working with the LGBTQ+ & BIPOC communities as well as neurodivergent individuals.

We are currently hiring for two therapists – one each for our Albuquerque & Santa Fe locations.

Rate of Pay

\$45-\$50 per hour, depending on experience.

How to Apply

Please send a cover letter written to our clinical director, Lucia Bisbee, LCSW (she/they). Cover letter & resume can be sent to: lucia@trilaheadtherapy.com

Application Due Date

This position will be open until it is filled. We are hoping to make our selection by July 21, 2023.

Job Description: Non-Independently Licensed Clinician

Work Responsibilities

- Assess and diagnose clients.
- Develop & implement treatment plans, including creating SMART Goals to measure progress.
- Update treatment plans quarterly (i.e., every 90 days).
- Communicate with client's care team when appropriate (i.e., doctors, case workers, etc.).
- Keep scheduled appointments and attend sessions on-time.
- Facilitate referrals to other healthcare professionals and programs when needed.
- Complete all client documentation in a timely manner, no later than the Friday of each work week.
- Communicate with clients via HIPAA-compliant email and/or secure text about session times and with follow-up information (such as referrals, worksheets, etc.).
- Communicate boundaries & expectations with clients surrounding missed appointment fees & attendance, accessing crisis services if-needed between sessions, appropriate use of email/text, etc.
- Communicate with clients and administration about upcoming vacations or unscheduled absences.
- Manage your own schedule to ensure that you can complete the minimum number of sessions that is reflected in your offer letter. This includes responding to clients about scheduling needs, offering open appointment times on your schedule to existing clients when appropriate, and asking for new intakes from our admin team as needed.
- Contact our admin team if they need to charge a cancellation fee for a missed appointment.
- Communicate with the Trail Ahead team & your clients in a timely and professional manner. Common communications include: answering messages on Ring Central, discussing admin-related tasks with our admin team, texting clients about attendance, listening to voicemails, and so on.
- Report crises both to Trail Ahead Therapy and to appropriate authorities (CYFD, APD, etc.).
- Answer questions that clients have about: therapy practices, treatment plans, office policies (missed appointment fees, attendance expectations, etc.), privacy policies, telemedicine software, etc.
- Reach out for supervision when needed. In a crisis, these questions should be asked to your direct supervisor or the clinical director. For less pressing concerns, these should be directed to your supervisor during work hours or brought up in peer supervision.
- Input hours into ADP by the end of each work week.
- Keep workspaces at the Trail Ahead office clean and regularly dispose of personal trash accumulated in the office or kitchen. Trash should be disposed of at least weekly.
- In the event that you need additional guidance, follow policy and procedure laid out in Trail Ahead Therapy Company Handbook.

Required Qualifications

- Non-Independent licensure, in good standing, in the state of New Mexico (i.e., LMSW, LMHC, etc.).
- Strong ability to work independently & attention to detail.
- Maintain active liability insurance that lists Trail Ahead Therapy as a covered entity.
- Maintenance of licensure in accordance with board regulations.

- Committed to furthering their education, training, and/or certification in trauma-informed treatment modalities, such as trauma therapy and EMDR.
- Follows their professional code of ethics and makes evidence-based decisions in their practice.
- Have access to a private space to offer confidential telehealth services without interruptions (if remote).

Preferred Qualifications

- Bilingual in a language commonly used in New Mexico (ex. Spanish, Navajo, ASL, etc.).
- Work from a trauma-informed perspective and use evidence-based treatment modalities that work well within a trauma therapy framework (EMDR, SE, MI, TF-CBT, DBT, CPT, etc.)
- Experience providing case management services.
- Experience working as a psychotherapist or in a setting where you were following treatment plans, providing assessments, and creating SMART Goals.

Employment Setting & Equipment

We provide each clinician with a work computer that has access to our secure electronic health record (EHR) system called Therapy Notes. We provide each employee with a company email address, confidential phone number with text capabilities, and a fully furnished office space. Employees are welcome to bring items to personalize their workspaces (art, photos, books, infusers, etc.).

Our office environment is a quiet, sensory friendly space where we invite staff and clients to relax and feel like they can authentically be themselves. We ask that if you require any accommodations that you let our office staff and clinical director know so that we can best assist you.

Benefits

Trail Ahead Therapy provides various benefits to part-time and full-time clinical employees. Please see our benefits policy for additional information.

Full Time Employees

- Schedule flexibility
- Paid sick leave
- Paid time off
- Dental insurance
- 401K benefits
- Bonus opportunities, including extra PTO and profit sharing
- Continuing education stipend
- Health insurance beginning October 2023