

### Overview:

The Collective is a premier operator of multidisciplinary, outpatient behavioral health clinics that provides integrated quality care to adolescents and young adults. The Collective was founded to create a differentiated behavioral healthcare network that redefines the current delivery system through utilization of an Extended Outpatient (EOP) level of care for individuals requiring support for Major Depressive Disorder, General Anxiety Disorder, Trauma, and other mood disorders. The company's uniquely integrated and data-driven approach to care is the cornerstone of The Collective's focus on delivering superior outcomes to its clients.

Our three fundamental pillars drive our culture, team, and mission:

- Quality Care
- Client Access
- Clinician Empowerment

At The Collective, we believe a Client First mentality leads to quality care and we have strong conviction that in order to be Client First, we must be Employee First. Our team is a collection of passionate individuals who care for our clients and each other. Our collaborative and energetic culture is the basis for our success as a company.

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### Clinical Team Member Role:

We are looking for experienced and passionate Clinical Team Members to join our team! This role is a key member of the Clinical Care Team, which reports to the Clinical Director, and whose primary role is to embody the culture, vision, and values of The Collective and provide the highest level of care to our clients through a collaborative and caring manner. The Clinical Team Member, in conjunction with other members of the Clinical Care Team, will coordinate the treatment of clients, develop treatment goals alongside the multidisciplinary team, and conduct individual and group therapy with scheduled clients. In addition to caring for clients, the Clinical Team Members should also promote and embody the Company's Employee First mentality. The Collective's care team is united behind our mission of providing quality care, inspiring clients, and empowering change.

### Essential Duties and Responsibilities:

- Provide high quality, compassionate, and ethical outpatient mental health therapy to clients as scheduled.
- Actively participate as a positive member of the Clinical Team and actively work to enhance team culture.
- Assist Clinical Director in the design, implementation, and management of the clinical program, running therapy sessions in group and individual formats, employing evidenced-based treatment modalities with clients.
- Provide therapeutic services, including delivery of assessments, conducting treatment planning, and coordinate clinical treatment services with clients and families as well as ensure timely documentation of treatment for the billing team.
- Assist and participate in clinician recruiting and development efforts.
- Promote and develop relationships and collaboration with community partners and resources.
- The Team Member is responsible for all aspects of their allocated case's clinical documentation, timely entries into the treatment record, and maintaining compliance with standards for documentation.

- Adhere to all aspects of the clinical program's policies and procedures to ensure quality performance and assist the Clinical Director in any quality improvements that may be necessary.
- Participate in weekly clinical team meetings discussing treatment formulation, progress, regress and/or failure; lead discharge planning, discharge summaries, follow-up care and liaison communication.
- Conduct client utilization reviews and medical necessity discussions with insurance payers, if necessary.

**Qualifications and Experience Required:**

- Education
  - Minimum degree in a Behavioral Health Science required (clinical psychology, social work, professional counseling, marriage and family therapy, or a related field).
- Knowledge, Training, and Experience
  - Licensed practitioner in the state of Colorado is required.
  - Previous experience working with young adults and adolescents is preferred but not required.
  - Strong work ethic, passionate and enthusiastic personality with a high degree of integrity, and a positive attitude.
  - Demonstrated commitment and compassion for clients.
  - Working knowledge of evidenced-based clinical treatment methods.
  - Skilled in applying varied interventions with individuals/families in crisis.
  - Skilled in working with a variety of cultures.
  - Skilled in working independently and implementing time management strategies.
  - Ability to provide necessary self-care.
  - Ability to demonstrate positive team interactions with other Clinical Team Members.
  - Awareness of personal strengths and appropriate timing for referrals.
  - Professionalism in all communications internally and externally.

**Compensation:**

This position offers an excellent benefits package, a competitive salary, and bonus potential.