

# RADICAL HEALING

**THE RADICAL HEALING COLLABORATIVE IS GROWING!** We are seeking a liberation and justice focused mental health clinician to help us align closer to our mission and values. *LGBTQ+, BIPOC and bilingual folk are encouraged to apply!*  
Help Us Grow!

## - MENTAL HEALTH CLINICIAN -

The **Mental Health Clinician (MHC)** position is a full time, 20-26 clinical hours a week position and is responsible for helping support and ensure the continued development and implementation of the Radical Healing Collaborative's vision, mission and strategy. The collaborative currently has a three part mission of providing direct clinical and wellness services, producing culturally mindful research and creating training opportunities for students, clinicians and community members. The MHC reports directly to the Director of Clinical Services and has the option to collaborate on research and training teams. This is a hybrid position—remote and in-office—and all candidates begin as contract employees. The ideal candidate is a true team player with a clear orientation to their values and someone who can take feedback and direction well while also being an independent, self-motivated leader.

Duties and responsibilities may vary depending on the specific needs of the organization, but they may include:

- Provide psychosocial assessments of patients and families to identify emotional, social, and environmental strengths and concerns related to their diagnosis, illness, treatment, and/or life circumstances in a culturally mindful way.
- Formulate, develop, and implement a comprehensive psychosocial treatment plan utilizing appropriate clinical treatments and interventions, including: crisis intervention, brief and long-term individual, relational, family and/or group therapies.
- Maintain patient treatment plan and case notes in a timely manner and document assessment, plan, interactions, and interventions according to clinic guidelines and standards.
- Support the administrative and billing team to maintain high levels of communication and standards around billing and client management.
- Assist with screening, identification, diagnosis, management and treatment of mental health, substance abuse, victims of abuse, neglect, domestic violence, rape, etc. in patients and family members.
- Facilitate DBT Skills groups, process groups, relationship skills groups and/or other group experience.
- Provide on-call coverage for DBT-aligned full model patients.
- Maintain confidentiality around patient and family information.
- Attend weekly 2 hour peer supervision and staff meeting and attend all other required staff, committee and training meetings .
- Provide training to other team members and/or provisionally licensed clinicians (if applicable).
- Perform other related duties incidental to the work described herein.
- The above statements describe the general nature and level of work being performed by individuals assigned to this classification. This is not intended to be an exhaustive list of all responsibilities and duties required of personnel so classified.

**Compensation and Benefits:** Salary expectations starting \$45,000-\$80,000+ based on experience with up to \$10,000 additional bonus pay, with 50-100% contribution towards a Platinum or Silver BCBS Health Insurance Plan (contribution based on total clinical hours), bonus and extra income opportunities, vision, dental, 4 weeks of paid time off, \$1,000 yearly training stipend including an additional 5 days of paid time off for training, weekly supervision and team consultation, stipend for supervision for provisionally licensed clinicians, optional team retreats and many opportunities for shared group meals, team trainings and restful community play

**Licensure Requirements:** Clinician should be licensed by their respective board in the state of NC; fully licensed clinicians preferred; highly qualified provisionally licensed clinicians encouraged to apply.

**Education and Employment Requirements:** Master's or PhD, and clear expectation that candidate has done work around dismantling white supremacy, advocacy for sexual and gender diversity, dismantling anti-Black racism and understands abolitionist, liberation focused healing work. Strong applicants will have a clear, demonstrated history and experience working for people with marginalized and minoritized identities. Clinicians practicing from a clear theoretical orientation and model are preferred. Provisionally licensed clinicians must have at least one year of clinical experience for employment consideration.

**This position is not right for you if you're:**

- Someone just looking for a job to clock in and out of.
- Someone who doesn't feel passion and deep commitment for our mission, vision and values.
- Someone who's not a team player or prefers not to work collaboratively.
- Someone who wants to own their own business in the near future. If that's you, awesome! But we're not the place for you. We dedicate a lot of time to our teams, and provide the flexibility, autonomy and space to allow each member of our team to get creative in their role. The ideal person is invested in time and energy in the Collaborative.
- Someone who doesn't like to hop in and help others get their work done or to support the growth and development of employees with compassion and empathy - we highly value teamwork and the growth mindset.
- Someone who has difficulty leading teams and having candid conversations and holding boundaries.
- Someone who has difficulty making decisions that grow the company.

**This position perfect for you if you're:**

- Aligned with the Radical Healing Collaborative's mission, vision, and values.
- Energized by helping others in a team and contributing to the growth of the Collaborative
- Social justice oriented and practice anti-racism work in and out of the workplace.
- Creative, engaged in doing good work, and excited by furthering our mission to making wellness an accessible community practice.
- Able to take direct and constructive feedback with compassion and empathy.
- Able to make tough decisions, have difficult conversations, and lead a team of people in a radically candid way.
- Energized by leading, making executive decisions, and making real impact.

**THE RADICAL HEALING COLLABORATIVE** is a wellness and liberation focused group collaborative housed on the Radical Healing campus. Radical Healing is an intentional, radically inclusive, LGBTQ+ and Black, Indigenous, People of Color centered, multiracial and multicultural campus for healing and wellness.

**we are** a diverse collective of queer, trans, cis, anti-racist healers, makers, bodyworkers, change makers, counselors, artists, social workers, physicians, musicians, energy workers, clinical and counseling psychologists, activists, caregivers, justice seekers, peacemakers, movement guides, yogis, workers, dream weavers, trouble makers and scholars.

**we believe** in the inherent worth and dignity of each person and offer sliding scale services based on an economic justice model of financial privilege. to that end, we challenge white supremacy, capitalism, ableism and all systems of oppression to make our programs and services more affordable and accessible to poor and working class people and people of color.

**we affirm** that all individuals are the experts of their own experiences and choices and are committed to providing trans-informed care and support trans folx in their gender self determination using an informed consent model of care.

**we offer** that individual wellness contributes to social justice and social justice contributes to individual wellness and that radical inclusion must involve radical transformation.

**we understand** that through the pursuit of justice, equity, healing and reconciliation we may cultivate healthier societies and foster relationships with self and community liberated from violence and oppression.

**we practice** a refusal of mastery and an insistence on processing and becoming.

**we commit** to regular, ongoing trainings, consultation and are active agents of change and advocacy in our communities to ensure ongoing, successful collaboration with the LGBTQ+ , People of Color and people of all identities, .

## Core Organizing Team

David Young Oh, LCMHC  
Co-Founder  
Interim Clinical Director

Della V. Mosley, PhD  
Co-Founder  
Director of Research & Consultation

Marvice Marcus, PhD  
Director of Clinical Training

### **Application instructions:**

To apply, please send us a copy of your resume or CV, a cover letter, at least 3 references, a bio and headshot.

For consideration, please send all materials to dave[at]radicalhealing.us with “Application Materials: Mental Health Clinician” in the subject line.

### **NON-DISCRIMINATION & INCLUSION STATEMENT**

*Systems of power, privilege, and oppression have traditionally created barriers for persons and groups with particular identities, ages, abilities, and histories. I pledge to do all I can to replace such barriers with ever-widening circles of solidarity and mutual respect. I strive to be a center for health and healing that truly welcomes all persons and commits to structuring the center in ways that empower and enhance everyone’s participation.*

*We belong to a collective of healers who intentionally welcome all. We foster a climate of purposeful inclusion, an environment where all can feel safe, valued, cared for, and given an opportunity to form meaningful connections with each other. We value the diversity of differences which includes (but is not limited to) gender identity and its expression, age, race, ethnicity, and national origin, range of abilities, sexual orientation, financial means, family structure, educational and class status and political perspective.*

**To Join Us: <http://www.radicalhealing.us/jointhemovement>**