

**Title:** Staff Therapist, Post-Graduate Fellowship, Full-Time

**Summary:** This is a full time, W2, post-graduate fellowship position at Sage Hill Counseling. As a fellow you are responsible for clinical work, community engagement and professional development.

**Value.** The value this role creates is:

- Effecting life change and social impact
  - Equipping and encouraging clients to live fully
  - Influencing the lives of clients and helping fulfill the Sage Hill mission
- Making Sage Hill an effective, energizing, and safe place to work
  - Being collaborative with team members improves client care
  - Doing your part on the team lightens the load
- Effecting life change and social impact by:
  - Equipping and encouraging clients to live fully
  - Influencing the lives of clients and helping fulfill the Sage Hill mission
- Making Sage Hill an effective, energizing, and safe place to work by:
  - Being collaborative with team members, thus improving client care
  - Doing your part on the team, thus lightening the load for all

**Accountabilities.** This position is accountable to:

- clients
- peers
- direct supervisor
- licensing board (when applicable)
- one's self

**Responsibilities.** There are three primary responsibilities to this role:

**1. Clinical Responsibilities (30 hrs/week):**

- Direct Client Care (25 hrs): provide consistent counseling to individuals, couples, and families; groups, workshops, intensives; lead trainings; and provide supervision.
- Clinical Administration (5 hrs): keep good records in Simple Practice, client phone calls & emails, tie up loose ends
- Exceed ethical and clinical standards
- Daily this equates to five hours of direct client care (5 sessions held) and one hour of indirect client care (administration).

**2. Community Responsibilities (5 hrs/week)**

- Be an exceptional team member, build & maintain healthy working relationships
- Attend team meetings, contribute to other strategic tasks as assigned
- Live out Sage Hill's core values and hold others accountable to do the same.

**3. Professional Development (5 hrs/week)**

- Actively participate in case consult, professional development trainings, SH Foundations
- Receive supervision and/or peer mentoring

- Commit to ongoing learning by reading 1 book a quarter from the SH clinical reading list and writing 1 blog per quarter
- Develop competencies in multiple modes of therapy (i.e. couples, group, trauma, etc.)

### Requirements

- Minimum of a masters degree in social work, counseling, marriage and family therapy, or a related field of study
- Continued personal recovery
- Continued professional development

### Employment Relationship

- Performance based reviews bi-annually
- Employment status as a W-2 employee

### Skills & Work Environment

#### **This person is . . .**

- a servant leader with a passion for helping others succeed
- familiar with their personal recovery story
- a team player who wants to be part of a growing, life-changing organization
- a self-starter who is emotionally mature and enjoys being led but not managed
- proficient with technology across a range of platforms
- aligned with Sage Hill's Cause, Purpose and Values (see last page)

#### **This person is able to . . .**

- work well on their own and in a group of others
- receive supervision, coaching, and feedback from multiple managers and supervisors, and peers
- give feedback to leadership, supervisors, peers, interns or other therapists
- set and hold professional boundaries
- be adaptable in a sometimes ambiguous and disruptive environment
- give feedback and insight on processes that need improvement

### Method (Mission)

Be a well-trained, client-centric, community of trusted and skilled professionals, informed by the Spiritual Root System that helps individuals, couples, and families live fully.

### Cause (Vision)

Change the world one story at a time by helping people recover their hearts, redeem their stories, and transform their lives.

### Niche

Life-changing counseling, coaching, and programs for individuals, couples, and families that disrupt the status quo and release the human heart.

### Motto

You can live fully! We're here to help.

## Core Values

### Community

**We have a team mindset.** *We live and work in relationship with ourselves, others, and God. We believe 1 + 1 is greater than 2, and that we can always do more together than we can ever do alone.*

### Flexibility

**We accept that change is constant.** *We work with one another to find common ground. As life changes we adapt.*

### Autonomy

**We each are our own person.** *We lead ourselves and voice our needs. We acknowledge each others quirkiness and embrace our common differences.*

### Humility

**We ask for help and offer help.** *We offer to ourselves, others, and God all we are, as we are, right now. We are really gifted and really limited people*

### Truth

**We do the right thing and we tell the truth with integrity, especially when it's hard.** *We practice bravery in relationship. We endeavor to live with wholeness and without secrets.*

### Passion

**We are all in.** *We are full-hearted people who are willing to walk through pain for something greater than the pain.*

### Generosity

**We are unselfish with our words, time, money, energy, and presence.** *We offer gratitude for others through appreciation, honor, celebration, and respect. We give more of ourselves than we have to, because there is more than enough to go around.*