

# Watch Hill Therapy

## Trauma Therapist Employee Summary

**Watch Hill Therapy treats clients of all backgrounds. Therapists of all ages, ethnicities, genders and sexual orientations, black and indigenous people, persons of color and those with disabilities are encouraged to apply in order to best reflect the populations we serve.**

Watch Hill Therapy is a trauma specialty practice that offers trauma focused therapy to individuals, couples, and families in the Chicagoland area.

<b>Licensed Trauma Therapist Position (Hybrid)</b>	<b>Unlicensed Trauma Therapist Position (Hybrid)</b>
50-55% Starting Percentage	43-45% Starting Percentage
W-2 Employee, paid bi-weekly	W-2 Employee, paid bi-weekly
Practice covers portion of health insurance (BCBS PPO) premium	Practice covers portion of health insurance (BCBS PPO) premium
\$300 yearly education budget	Regular in house trauma trainings
Regular group consultation	Regular group consultation and individual supervision
Attend WH workshops for free. Opportunity to create and lead workshops and groups for additional compensation	Attend WH workshops for free
Downtown Chicago office space and utilities	Downtown Chicago office space and utilities

# Position Overviews

## Licensed Trauma Therapist (Hybrid) & Unlicensed Trauma Therapist (Hybrid)

Therapists in the practice specialize in treating a range of issues directly related to traumatic stress and dissociation, primarily working with those who have diagnoses of PTSD, CPTSD, DDNOS, DID and complex relational trauma. This includes: childhood sexual abuse and/or developmental trauma; family and intimate partner relationships; shame, self-harm, addiction, ED, and suicidal ideation; prenatal and postnatal pregnancy care; sexual issues; parenting/children; cultural and historical trauma; memory issues; anxiety, depression, and panic; religious, workplace, or school (institutional) trauma; trauma experienced by BIPOC, LGBTQIA and non-binary individuals; and grief and loss.

Watch Hill Therapy is interested in qualified candidates who are open and authentic about their professional experiences and who have a strong desire to provide quality treatment to trauma survivors. Watch Hill Therapy practices with a strong belief in learning together in community and not in isolation. We are looking to hire a licensed therapist who is committed to the core values of the practice:

Clinical Excellence: Therapists committed to clinical excellence will exhibit a strong desire for learning, growing, and deepening their skills as a therapist by attending trainings, pursuing certifications of interest, engaging in outside consultation, and maintaining other forms of professional development. Basic clinical work expectations are as follows:

1. Therapist is willing to make an initial 3 year commitment due to the nature of the clients and focus that the practice owners put into training therapists in complex trauma treatment.
2. Full time therapists are expected to build up to 22-25 clinical hours per week and part time therapists are expected to build up to 12-15 clinical hours.
3. Therapists in the practice must complete and manage electronic notes, billing, and scheduling within 3 days of the appointment session.
4. Therapist needs to reserve at least 1 evening and/or 1 weekend day for appointments. Daytime spots are open as well.
5. We are continually assessing and navigating the switch to a hybrid model over the course of the pandemic. We anticipate that we will continue to have a hybrid model. However, in doing so, it is important to be thoughtful about how virtual therapy impacts therapy, and which clients it would be clinically appropriate to hold virtual sessions with versus in person sessions.

Desired Trauma Specialty: Therapists must be interested in trauma as a core specialty of their practice. The clinician must have a basic therapeutic framework and foundation for treating complex trauma survivors. Candidates must be trauma informed and open to discussing and exploring the client-therapist relationship.

Emphasis on Building Culturally Responsive Community and Consultation: The practice owners of Watch Hill Therapy aim to foster a culturally sensitive and informed group practice and consultation space for the safety of all members. The practice owners are committed to self-

reflective practices, policy development, ongoing training/consultation, and professional development around building a trauma informed, anti-oppressive, antiracist practice.

Licensed and unlicensed therapists at Watch Hill Therapy will meet regularly for group consult. In group we will address casework, vicarious trauma, and professional development. Attendance is required and will be hybrid (in person and virtual).

In house trainings will be offered regularly.

External Professional Engagement: Therapists are expected to collaborate and network with external professionals to provide holistic treatment to survivors and to maintain connections with the larger healing community. Therapists will occasionally attend outside events and meet with outside referral sources both individually and as a group.

Giving Back to the Community: Therapists at Watch Hill are required to contribute other clinical talents to the community every year such as workshops, groups, outside trainings, or other creative ideas.

## Fee Schedules

Licensed Trauma Therapist Position (Hybrid)	Unlicensed Trauma Therapist Position (Hybrid)
50-55% Starting percentage for a full time caseload (22-25 clients a week)  Experienced licensed clinicians (4+ years) may start at a higher percentage rate	43% Starting percentage for part time caseload (12-15 cases a week)  45% Starting percentage for full time caseload (22-25 clients a week))
Every 2 years after the initial contract, owners will give 1-2% rate increases	Once therapist is licensed, rate will be increased

## Other info about

Clinical employees (therapists) will receive a percentage of the revenue they bring in from their clinical work. Watch Hill Therapy retains a percentage of therapist's revenue in order to keep Watch Hill Therapy a thriving and sustainable business and provide benefits to clinicians. This includes: Overhead expenses, social security, Medicare taxes, federal and state unemployment

insurances, healthcare and workman's compensation, office space, WIFI, marketing, relevant social media presence, liability insurance, practice and business consultants (accounting, legal, and clinical consultants), EMR/Virtual Therapy Software, CC fees, education budget, mentoring, supervision, consultation, and on-going training and professional development among other things.

Every 2nd year after the initial contract, therapists will receive a 1-2% increase. Increase decisions are based on merits such as: maintaining a full time case load, meaningful participation in consultation and overall practice, years worked at the practice, etc. Every year, therapists will have a clinical review and financial review with one of the owners. There will be a cap on rate increases at some point.

Direct/out of pocket fees for licensed therapists are on a sliding scale based on client's income & therapist's level of experience/license, and currently range from from \$100 - \$175. All therapists are BlueCross BlueShield PPO providers and are usually given a fee rate around \$125 (MA/MS) - \$150 (Psy.D./Ph.D.).

Fees for unlicensed therapists are on a sliding scale based on client's income & therapist's level of experience/license, and currently range from \$50-\$130. All therapists are BlueCross BlueShield PPO providers and will receive the BCBS reimbursement rate for insurance sessions (usually around \$125 (MA/MS) - \$150 (Psy.D./Ph.D.).

Collaboration and consultation with experienced practice owners, Jennifer & Tovah, including built in consultation and training every month for both licensed and unlicensed therapists. The practice owners also offer free mentoring to therapists who want to learn to teach or create a group.

Unlicensed Individuals will be supervised weekly by a co-owner without cost to the therapist.

In house trainings on treating complex trauma and dissociation for staff will be provided regularly. Attendance is optional for Licensed Trauma Therapists and required for unlicensed or less experienced trauma therapists. Therapists can attend CEU & Trauma Survivor WH workshops for free.

Watch Hill will cover a portion of BCBS PPO health insurance premiums for therapists who want to utilize insurance.

Paid sick time will be given to each employee. PSL kicks in at 4 months or 12 patient hours a week on average (whichever comes first). You will then have 40 hours a year at \$40 per hour and you can use up to three hours per day.

Consistent referrals are given to help build your practice as well as administrative support for billing, insurance, and intakes. Flexible schedule with virtual and in-person office space available in downtown Chicago.

There are always opportunities for licensed therapists to participate in Watch Hill's practice and increase percentages/non-clinical hours: Teaching, running groups, mentoring younger therapists, helping practice owners with marketing, planning therapist events, and more.