



Anchoring safety. Inspiring change. Empowering families.

Therapist (Licensed - Supervisor)

Position Title	Therapist (Licensed - Supervisor)	Employment Status	Full-Time, Non-Exempt
Reports To	Clinical Director	Location	2270 La Montana Way, Colorado Springs, CO
Compensation	\$50-\$55/hour, Depending on experience	Schedule	M - F 9AM/10 AM - 5PM/6PM Other hours: One weekend day per week at a higher rate (+\$2/hour)

Position Summary

This position balances direct clinical work and leadership responsibilities, ensuring both client outcomes and documentation standards are met across the team.

Expected direct service hours are a minimum of 25 hours per week.

Ideal candidates:

- + Willing to engage in supervised visitation work
- + Availability for one weekend day per week

Qualifications

- Active Colorado licensure (LPC, LCSW, LMFT, or equivalent)
- Approved to supervise pre-licensed clinicians
- Minimum 5 years of clinical experience preferred
- Strong background in documentation compliance and quality assurance
- Experience working with youth and families



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Primary Roles and Responsibilities	
Clinical Service Delivery	<ul style="list-style-type: none"> • Provide individual therapy to youth and families • Facilitate therapeutic groups • Support complex clinical cases and provide advanced interventions • Maintain a caseload while balancing supervisory responsibilities
Supervision & Leadership	<ul style="list-style-type: none"> • Supervise a team of providers working toward licensure • Review and sign clinical documentation • Provide 1:1 and group guidance on documentation standards • Support clinical skill development across the team • Ensure alignment with agency expectations and clinical quality standards
Documentation & Compliance	<ul style="list-style-type: none"> • Ensure all assigned Team Members maintain audit-ready documentation • Monitor compliance with Medicaid and payer requirements • Uphold all ethical, legal, and agency standards
Crisis Response	<ul style="list-style-type: none"> • Participate in on-call rotation (minimum expectations for full-time Team Members) • Provide crisis stabilization in community, home, or school settings as needed
Collaboration & Systems	<ul style="list-style-type: none"> • Collaborate closely with the Clinical Director



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Work	<ul style="list-style-type: none">• Participate in leadership discussions regarding program quality and clinical direction• Communicate with external systems (DHS, probation, schools, etc.) as needed
Work Environment & Expectations	<ul style="list-style-type: none">• We are a family that supports families, and we treat each other as such.• No two days will look exactly the same; flexibility and adaptability are essential.• This role requires consistent collaboration across all teams within the agency.• Inciting Holism is a parent- and family-supportive workplace, with flexibility in scheduling when needed and aligned with operational demands.
Performance Expectations	<ul style="list-style-type: none">• Demonstrates reliability, flexibility, and strong follow-through on operational tasks.• Communicates clearly and respectfully with staff, families, vendors, and partners.• Upholds Inciting Holism's mission, values, and trauma-informed approach in all interactions and responsibilities.